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ABSTRACT

A bibliography containing 403 annotations of articles, speeches, and publications related to work as an evaluation tool is presented. The objective of this publication is to shed some light on the problem of current awareness of new developments, research, and innovations in the field of work evaluation. The annotations are descriptive. (CK)

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WORK EVALUATION

an ANNOTATED BIBLIOGRAPHY

1947 - 1970

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PREFACE

A major concern of many people involved in work evaluation has been the problem of "current awareness" of new developments, research and innovations. This publication attempts to solve the problem to some extent by bringing to the reader's attention the literature which has been authored on work evaluation for the period 1947 through 1970.

This bibliography contains 403 annotations of articles, speeches, and publications related to work as an evaluation tool. Some pertinent articles have likely been overlooked. The editor will appreciate having readers call attention to any materials which should be included in future publications. No attempt is made to include literature dealing with broader aspects of vocational evaluation such as psychological testing.

The body of literature dealing with work evaluation, although still relatively small as compared to other areas in the field of rehabilitation, has increased significantly in recent years. Certainly the trend will continue. For this reason, yearly supplements will be published and distributed by the Materials Development Center so that people in the field will be aware of new research, techniques, and innovations in work evaluation.

Many studies annotated in this bibliography received financial support through federal grants. In those cases the federal grant number, a PB accession number, or both appears in parentheses at the end of the annotation. Readers may purchase paper copies ($3.00 per copy) or microfiche ($.95 per copy) of interim or complete project studies by writing to the National Technical Information Service, Springfield, Virginia, 22151. Requests should include the grant title (contained in the bibliography entry), the federal grant number, and the PB accession number when listed.

The annotations are descriptive and as such are designed to inform the reader what the particular piece of literature is about. Full information concerning results and implications can be obtained by reading the articles in their entirety. Readers who cannot obtain literature in their locales may request loan copies of materials contained within this publication by writing to the Materials Development Center.

Ronald R. Fry, Editor

July, 1971

ACKNOWLEDGEMENTS

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The editor would like to acknowledge the help of the following individuals: Kerry Meier, Diane Schober, Frank Wichmann, James Starnes, Barbara Hofer, and Sharon Reynolds for reading and writing the annotations for the bibliography and to Carol Bergstrom for her help in proof-reading and typing the rough and final copies.

UNDATED

Clark, G., Prevocational evaluation in work-study programs: An expanded view. Unpublished manuscript, University of Illinois, Urbana, Illinois, n.d.

Discusses various approaches to prevocational evaluation in work-study programs including: the psychological testing approach (intelligence tests, achievement tests, aptitude tests, and personality tests); the job analysis approach; work sample approach; the situational approach (in-school trial, out-of-school trial); medical appraisal approach.

Goldsman, A., The Laborimeter. Unpublished manuscript, Sir George Williams University, Montreal, n.d.

Discussion of the development and performance of the Laborimeter, a work simulator designed to evaluate for thirty low level repetitive industrial jobs.

Goodwill Industries of Ashtabula, Prevocational evaluation of Ashtabula Goodwill Industries. Ashtabula, Ohio: Author, n.d.

A manual of the evaluation program at Ashtabula Goodwill Industries. Work tests described include sorting, mechanical abilities, money changing, dexterity, geometric figure configuration, clerical including mimeo and copier machines, small appliance repair, furniture repair, radio and TV repair, painting, truck helper, sewing, laundry, sales clerking, and janitor work.

Goodwill Industries of Wisconsin, Evaluation job samples. Milwaukee, Wisconsin: Author, n.d.

A manual for the description and administration of job samples at Goodwill Industries, Milwaukee. Included are job samples for the following areas: clerical; print shop; and manual (electrical, upholstery, woodworking, mechanical, and custodial).

Keyte, G., The bridge assembly test, a manual. Des Moines, Iowa: State of Iowa, Department of Public Instruction, Division of Rehabilitation Education and Services, n.d.

Manual for the description and administration of the Bridge Assembly Test work sample developed at the Des Moines Rehabilitation Center which measures vocational potential for higher level mechanical-industrial occupations. The sample tests reasoning development, retention capacity, finger dexterity, eye-hand coordination, visual-spatial relationships, and general mechanical aptitude.

Krantz, G., A standard prevocational evaluation report form. Minneapolis: Minnesota Cooperative School - Rehabilitation Center, n.d.

Definition of prevocational evaluation and the aims of the process. Discussion of the characteristics of a good evaluation report and the necessity for a satisfactory evaluation report form to accomplish this. Sample evaluation form included.

Match, E., Training vocational evaluators. Unpublished manuscript, University of Pittsburgh, n.d.

Describes a curriculum for training of work evaluators, discusses the function of vocational evaluation units, and describes the vocational evaluation process.

Pineland Rehabilitation Facility, Pineland Rehabilitation Facility procedures. Columbia, South Carolina: Author, n.d.

A manual of tasks and the procedures used to evaluate mentally retarded at the Pineland Training School and Hospital at Columbia, South Carolina. General areas of evaluation include trades and crafts, home and service areas, janitorial, and personal adjustment. Specific tasks include color vision, math, collating colors, pin dexterity, nut and bolt assembly, carpentry, furniture repair, painting, bicycle repair, small engine repair, general housecleaning, laundry, sewing, food preparation, public dining room and kitchen procedures, baby sitting, nurses aide, cosmetology, service station attendant, physical therapy assistant, janitor tasks, chicken farm work, yard work, personal grooming and manners, word recognition, finances, communications, use of public transportation, shopping, friend and family relationships, money management, and recreation. Also included is a sample evaluator's rating form.

1947

Cranfield, H., Assessment of the working capacity of the physically disabled person. Occupational Therapy and Rehabilitation, 1947, 26, 128-135.

Utilization of a physical capacities evaluation and job analysis approach is discussed in relation to determining what jobs the handicapped individual is able to perform from a physical standpoint and what jobs are in keeping with the individual's physical abilities.

Thompson, C., Prevocational activities for the physically handicapped. The American Journal of Occupational Therapy, 1947, 1, 152-154.

Discusses the value of providing vocational experience and evaluation for the physically handicapped client. Points out that such services may be arranged for in the community as well as the occupational therapy workshop.

1950

Stevens, A., Work evaluation in rehabilitation. Occupational Therapy and Rehabilitation, 1950, 29(3), 157-161.

A discussion of the need for work evaluation in order to determine skills, abilities, and interests. Describes the variety of ways in which work techniques can be used to evaluate the handicapped.

1953

Usdane, W., Vocational counseling with the severely handicapped. Archives of Physical Medicine and Rehabilitation, 1953, 34, 607-616.

A discussion of two successful techniques employed in the Guidance Testing Class at the Institute for the Crippled and Disabled, New York City: job task assignments (work samples), which are related to trades taught at the institute; and role-playing, a preparation for employer interviews.

Whitehouse, F., Client evaluation in the habilitation process. Journal of Rehabilitation, 1953, 19(6), 4-6. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

A discussion of the advantages of work as an evaluation tool. Both merits and limitations of standardized testing included. Points out the way in which work evaluation results are of benefit to the doctor, psychologist, vocational counselor, and training instructor in their evaluation of the client. Guidance Test Class at Institute for the Crippled and Disabled, New York, cited as an example.

1954

Ayres, A., A form used to evaluate the work behavior of patients. The American Journal of Occupational Therapy, 1954, 8(2), 73-74.

Considers contribution of occupational therapist which adds to general knowledge of the patient in areas of physical capacity and work behavior. Describes a form used to evaluate work behavior of patients. Sample form and scoring instructions included.

1955

Ayres, A., A pilot study on the relationship between work habits and workshop production. The American Journal of Occupational Therapy, 1955, 9(6), 264-267.

A study designed to determine the relationship between work habits of cerebral palsied clients and their workshop production. Results of correlation between dexterity and production included.

Miller, M., & Ketron, F., Measuring the job potential of the disabled. Journal of Rehabilitation, 1955, 21(6), 10-11.

A description of a work exploratory plan from Indianapolis Goodwill Industries designed to evaluate apparent unemployables. Discusses the plan which is characterized by frequent supervisor check-ups during trial work periods and gives some details on the types of job samples used in the evaluation-training areas.

1956

Park, P., Realistic job goals for cerebral palsied. Performance, 1956, 6(11), 7-8.

A description of the process of testing vocational potential of adult cerebral palsied in the CP Work Classification and Evaluation Center, Institute for the Crippled and Disabled, New York.

Redkey, H., & White, B., The pre-vocational unit in a rehabilitation center - an effective tool for evaluating work potential of the handicapped. Washington D.C.: U.S. Department of Health, Education, and Welfare, 1956.

A comprehensive plan for the development of a prevocational unit in a rehabilitation center. Topics included are: purposes, organization, and objectives of the unit; general equipment needs; clerical, skilled, and semi-skilled evaluation equipment needs; service occupation equipment needs; advisory council; personnel requirements; floor plans and space needs.

1957

Ayres, A., A study of the manual dexterity and workshop wages of thirty-nine cerebral palsied trainees. American Journal of Physical Medicine, 1957, 36, 6-10.

A study of the level of manual dexterity as it relates to workshop wages of cerebral palsied clients. Description of the testing method (General Aptitude Test Battery), results and conclusions included.

Friedman, S., & Neff, W., Use of a simulated work environment in vocational rehabilitation. Employment Security Review, 1957, 14(9), 8-11.

Presents purpose and design of the Vocational Adjustment and Evaluation Center of the Jewish Vocational Service of Chicago. Discusses the importance of the simulation of a true work atmosphere.

Gellman, W., Vocational evaluation of the emotionally handicapped. Journal of Rehabilitation, 1957, 23(4), 9-10.

Describes a vocational evaluation program for the emotionally handicapped developed at the Vocational Adjustment and Evaluation Center, a workshop conducted by the Jewish Vocational Service of Chicago. Stresses importance of treating diagnostic workshop as an integral part of the vocational counseling and rehabilitation process. Discusses patterns and programs of the work evaluation process, the purpose of the workshop, and a statement of the findings of the study.

Ireland, K., Evaluating work behavior in occupational therapy. Journal of Rehabilitation, 1957, 23(1), 8-9.

Describes the value and use of the Work Evaluation Progress Report, a rating scale which provides a combination of check off and written reporting. Form is divided into the following sections: general abilities, work approach, work tolerance, social attitudes, expressed interest and aspirations, and recommendations.

Menchel, J., Prevocational evaluation. Journal of Rehabilitation, 1957, 23(5), 16-17.

The responsibilities and roles of the evaluator toward a client in a prevocational unit of a sheltered workshop is discussed with emphasis on a guided exploration of the client's interests and capabilities.

Moed, M., Klincewicz, W., & Usdane, W., Who is the prevocational evaluator? Vocational Guidance Quarterly, 1957, 5, 161-164.

Suggests the need for a rehabilitation or vocational counselor to have access to a work laboratory in which to observe the work behaviors to augment counseling with his clients.

1957

Redkey, H., The function and value of a pre-vocational unit in a rehabilitation center. The American Journal of Occupational Therapy, 1957, 11(1), 20-24.

Stresses need for increase of prevocational services as a result of legislation mandates and the numbers of handicapped in need of such services. Discusses the nature of the prevocational unit and its relation to other members of the rehabilitation team.

Routh, T., Evaluation of client potential. Journal of Rehabilitation, 1957, 23(3), 18.

Points out the limitations of psychological testing. Stresses that the evaluation process must include a wider variety of techniques in order to evaluate the whole man and that the process must be simple, impersonal, and impartial in order to achieve effective and objective results.

Usdane, W., Prevocational evaluation criteria for the severely handicapped. Archives of Physical Medicine and Rehabilitation, 1957, 38, 311-314.

Notes advantages of work samples as a means of evaluation. Discusses criteria by which an evaluator rates a client, and job analysis. Stresses importance of creating work samples that have the same demands as competitive jobs.

Walker, R., Prevocational contributions to vocational rehabilitation. The American Journal of Occupational Therapy, 1957, 11(4), 250-252.

Indicates the areas in which prevocational information is of use to the vocational counselor: assessment, counseling, occupational information, training, job placement, and follow-up. Emphasizes need for evaluators to be trained for their positions.

Yue, S., Moed, M., & Darling, R., Prevocational medical evaluation of young cerebral palsied adults. Archives of Physical Medicine and Rehabilitation, 1957, 38, 283-289.

Discusses the importance of physical, mental, and emotional status evaluation in conjunction with vocational evaluation for cerebral palsy clients and the integration of results from all areas in order to arrive at a feasible vocational goal.

1958

Bailey, J., The work trial method of vocational evaluation. Journal of Rehabilitation, 1958, 24(1), 12-14.

Reviews history and development of work trial evaluation, describes an evaluation process, and summarizes the benefits gained by the client, as well as knowledge gained by the evaluator of the client.

Combs, M., Nadler, E., & Thomas, C., Vocational exploration: Methodological problems and a suggested approach. The American Journal of Occupational Therapy, 1958, 12(2), 64-68.

Describes the need for, theory, and development of a work evaluation section at Highland View Hospital Sheltered Workshop. The following problems are discussed: characteristics of the work population, job universe from which items are drawn, test administration, how items are scored, how item scores can be combined to give meaningful whole results (sample test sheet included), consistency of the evaluation in measuring work capacities, results for prediction of work performance.

Ferguson, R., Evaluating vocational aptitudes and characteristics of mentally retarded young adults in an industrial-agricultural workshop. American Journal of Mental Deficiency, 1958, 62, 787-791.

Describes a program designed to: (1) develop evaluation techniques for young mentally retarded adults; (2) establish a training program with realistic vocational objectives; (3) place the students in competitive employment or in the workshop; and (4) develop predictive factors to aid in the selection, training, and guidance as a model for others to use. Describes special tests and methods utilized.

Menchel, J., Pre-vocational evaluation in the workshop. American Journal of Physical Medicine, 1958, 37, 28-34.

Describes a method for physical functioning evaluation (primarily manual dexterity) of cerebral palsied adults. Quantitative and qualitative physical function measurements are described. Illustrative scales are included. A model pattern for the evaluation report and a sample case is shown.

Miller, M., Does a work evaluation program work? Journal of Rehabilitation, 1958, 24(2), 8-9.

A follow-up of client success and evaluation report on the effectiveness of an assessment program for apparent unemployables at Goodwill Industries of Indianapolis. (A description of the original program appears in the November-December, 1955, issue of Journal of Rehabilitation.)

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1958-59

Reuss, E., Rawe, D., & Sundquist, A., Development of a physical capacities evaluation. The American Journal of Occupational Therapy, 1958, 12(1).

Development, description, and purpose of a physical capacities evaluation (PCE) is discussed. Discusses the use of the PCE as a predictor from both the physical and vocational standpoint.

1959

Chouinard, E., Work capacity evaluation. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

Traces the history of evaluation and work adjustment. Points out advantages of work evaluation and notes developing trends and program patterns.

Cromwell, F., A procedure for pre-vocational evaluation. The American Journal of Occupational Therapy, 1959, 13(1), 1-4.

Presents a prevocational approach designed for an occupational therapy department. The article includes purposes of evaluation, areas to be evaluated, specific tests and test batteries to be used, and how to record and evaluate test findings to give an accurate performance rating.

Crouse, P., Industrial engineering in the rehabilitation workshop. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

Discusses twenty principles of motion economy which should be used in the development of work samples in an evaluation unit and jobs in sheltered workshops. Discusses ways in which the special training of an industrial engineer may be of special value in a rehabilitation workshop setting.

Crouse, P., The development of work sampling at Morrison Center. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

Discusses theory and development of work samples as an evaluation tool. Development of work sample manuals (which the author defines as a test kit) is discussed with sample of test kit included. Some discussion on norming of work samples.

Flanagan, J., Fivars, G., & Tuska, S., Predicting success in typing and keyboard operation. Personnel and Guidance Journal, 1959, 37(5), 353-357.

Describes the "Tapping Test" work sample designed to predict success in typing and keyboard operation without using a typewriter. Reliability and validity data included.

1959

Garrett, J., Current research activities in work evaluation. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

A review of some of research activities in work evaluation funded through the Office of Vocational Rehabilitation. Includes discussion of TOWER, the THOMASAT, Chicago Jewish Vocational Service Scale of Employability, Tampa MacDonald Training Center activities, and research at Institute for Physical Medicine and Rehabilitation, New York City.

Glaser, N., An employability rating scale for handicapped persons. Journal of Jewish Communal Service, 1959, 36, 239-244.

Describes the development and construction of a rating scale for predicting the employability of physically, emotionally, and socially handicapped persons. Discusses theory of employability and an individual's vocational pattern as they relate to the development of the scale.

Goodwill Industries of America, Inc., Manual for the establishment of a work evaluation program within a sheltered workshop setting. Washington, D.C.: Author, 1959. See Miller, M., Work evaluation manual for Goodwill Industries which is a revision of this publication.

A detailed manual with step-by-step procedures for establishing a work evaluation program. Points out need for relating evaluation to the local community, and presents objectives for organization of evaluation programs. Included are descriptions and directions for administering ten job samples in the clerical area, nine in semi-skilled job samples, and eight job samples in janitorial and domestic areas. Clerical job samples included are: hand and electric adding machine operation, card filing, collating, stapling, mail sorting, record keeping, phone book use, petty cash transactions, and mimeographing. Semi-skilled job samples are: bolt sorting, textile sorting, buffing, furniture stripping, upholstering of footstool, bicycle disassembly and assembly, wooden shelf assembly, spray gun assembly, and clothing form finishing. Janitorial and domestic job samples included are: replacing washer in faucet, washing wood or varnished floors, floor sweeping, window washing, table setting, bed making, domestic cleaning, and ironing. Lists equipment needed.

Gorthy, W., et. al., Vocational evaluation by work sample technic and its dependence upon medical contributions. Archives of Physical Medicine and Rehabilitation, 1959, 40, 238-242.

Describes the development and use of the TOWER System (Testing Orientation and Work Evaluation in Rehabilitation) at Institute for the Crippled and Disabled, New York. Discusses the importance of medical evaluation in conjunction with vocational evaluation.

(10)

1959

Granofsky, J., A manual for occupational therapists on prevocational exploration. Dubuque, Iowa: Wm. C. Brown Book Company, 1959.

A manual developed for occupational therapists to use as a basis for designing and using prevocational evaluation. The following areas are discussed: historical development, occupational therapist's role, methodology, assembly of data, job analysis, and construction of occupational tests. Included is a series of forms used in the course of prevocational evaluation; a bibliography that deals with problems related to prevocational evaluation; and a broader bibliography of techniques, procedures of job analysis, and selective placement pertinent to prevocational evaluation.

Hecker, G., Therapeutic elements in work evaluation. Journal of Rehabilitation, 1959, 25(2), 21-22.

A description of the work evaluation process for cerebral palsy clients at Institute for the Crippled and Disabled. Therapeutic gains by the client are pointed out as benefits of the work evaluation program. Case histories are included to illustrate points.

Institute for the Crippled and Disabled, TOWER: Testing, orientation and work evaluation in rehabilitation. New York: Author, 1959.

Book review of TOWER. Describes the TOWER Work Sample Battery and some of the advantages and disadvantages of the system.

Lee, M., & Rota, D., Work evaluation: A counselor's tool to placement. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

A discussion of how work evaluation and rehabilitation is accomplished through cooperation between a private agency such as Morrison Center and a Vocational Rehabilitation Service (D.V.R.). Uses a detailed case study of a chronic schizophrenic female as an example and follows the case from beginning to closing of the case.

Moed, M., Pre-vocational and vocational evaluation of individuals with cerebral palsy. Cerebral Palsy Review, 1959, 20, 3-5.

Defines prevocational evaluation and discusses the following processes with the cerebral palsied: securing information on physical functioning, intelligence, communication ability, visual disorders, and social development. Describes process of vocational evaluation: establishing occupational categories, selecting category for client, and pinpointing specific vocational objectives. Notes significance of work samples in vocational evaluation as demonstrated in the evaluation program at the Institute for the Crippled and Disabled.

Nadler, E., & Peszczynski, M., Status of the prevocational unit. Archives of Physical Medicine and Rehabilitation, 1959, 40, 109-112.

Analyzes the functions of evaluation units with a view toward clarifying old processes and developing more useful new procedures. The difference between evaluation and treatment is outlined. Need for behavioral objectives which can be measured is stressed. Factor analysis as an approach to the problem of measuring behavior is discussed.

Settle, K., Organization of the Morrison Workshop. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

A general description of the development and organization of the Morrison Workshop. Includes some information on the evaluation and work adjustment aspects of the total workshop.

Sinick, D., Occupational aids in work evaluation. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

Describes the various parts of the Dictionary of Occupational Titles (DOT), Occupational Outlook Handbook, and Estimates of Worker Trait Requirements for 4,000 Jobs as they relate to occupational exploration by the evaluator and client in work evaluation.

Usdane, W., Pre-vocational evaluation criteria for the severely handicapped. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

A discussion of the need for vocational evaluation, techniques used in evaluation, and rating client performance. Indicates need for adequate job analysis and cooperation between business and industry.

Usdane, W., Some criteria for assessing a work evaluation approach. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

Suggests six criteria for assessing the work evaluation approach including observation of the client by the evaluator, necessity for realistic job sample development, survey of the types of jobs available in the community, need for interpretation of evaluation results to client, and recommendation by the evaluator for any services needed after evaluation takes place.

Usdane, W., The work sample approach: TOWER System. In May T. Morrison Center for Rehabilitation, Institute on work evaluation. San Francisco: Author, 1959.

Describes the testing, orientation, and work evaluation in rehabilitation (TOWER) System and lists its thirteen broad areas. Also describes the Evaluator's Manual of TOWER.

(12)

1959-60

Watkins, A., Prevocational evaluation and rehabilitation in a general hospital. Journal of the American Medical Association, 1959, 171, 385-388.

A description of the rehabilitation process at Massachusetts General Hospital which includes a job station evaluation (situational work) in various departments of the hospital. A team approach is utilized. Results of the program are given.

1960

Acker, M., & Thompson, D., Development of the prevocational unit: Stanford Rehabilitation Service. Archives of Physical Medicine and Rehabilitation, 1960, 41, 195-198.

A report by the Stanford University Rehabilitation Service and Department of Industrial Engineering to develop work samples and other means of assessing learning ability, emotional tolerance, and skill potential.

Cromwell, F., Occupational therapist's manual for basic skills assessment or primary pre-vocational evaluation. Pasadena, California: Author, 1960.

A manual designed to provide information and a framework for basic skills assessment or primary prevocational evaluation. Includes descriptions of standardized manual dexterity tests, description and instructions for administering job samples including sorting and inspecting, collating, filing and clerical, and assembly and packaging. Defines testing terms.

Fiske, D., Problems in measuring capacity and performance. In J. Muthard (Ed.), Proceedings of the Iowa conference on pre-vocational activities. Iowa City, Iowa: State University of Iowa, 1960. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Discussion of problems in measuring accurately and objectively client capacity and performance. Positive and negative aspects of different approaches, including psychological testing, are noted. Gives rationale and examples of situational evaluation. Stresses the importance of the evaluator's judgement.

Hallenbeck, C. (Ed.), An investigation into the vocational potential of hospitalized patients with chronic disabilities. Cleveland: Highland View Hospital, 1960.

A final report of a project, carried out at Highland View Hospital, Cleveland, Ohio, to increase the likelihood of chronically disabled patients in finding employment after discharge from the hospital. The project plan had five aims: to research the job potentials of clients by evaluation of aptitudes and interests, to correlate production indices of a job to work opportunities in the Cleveland area, to investigate work activities which offer transition from the hospital into private industry or sheltered workshops for the client who cannot meet industrial norms, to research into the modification of tools and equipment for use by the disabled, and to provide evaluation information useful to any hospital with chronic patients. (Office of Vocational Rehabilitation Special Project Grant 41-56)

Helfand, A., Vocational counseling in work evaluation of the cerebral palsied. Journal of Rehabilitation, 1960, 26(6), 5-6.

A discussion of the need for the evaluator to act in a dual role as both evaluator and vocational counselor for the client. Points out the particular functions which the evaluator plays in each of the two roles.

Institute for the Crippled and Disabled, Cerebral palsy work classification and evaluation project. New York: Author, 1960.

Final report, in two volumes, of a five-year project to determine procedures for evaluating vocational potential of cerebral palsied individuals. Overall purpose of volume I is to guide in the developing of a standardized procedure for observation and evaluation of clients. Volume I contains four parts: (1) community organization and planning before client enters evaluation; (2) operational procedures including principles of evaluating cerebral palsied, selection and technique for work samples, floor plans, staffing information, length and order of evaluation, presenting sample to client and analyzing performance, job analysis, recording data, daily planning and conferences; (3) description of work samples including assembly, sorting and packaging, inspection, service areas, and clerical. Describes adaptive equipment for work samples. (4) Evaluation as a diagnostic and therapeutic medium (roles of social worker, counselor). Appendices include examples of rating scales and work sheets, list of equipment and tools and work sample test sheets. (Research and Demonstration Grant 16A, Vol. I - PB-194914, Vol. II - PB-194713)

Kolstoe, O., The employment evaluation and training program. American Journal of Mental Deficiency, 1960, 65, 17-31.

Describes a residential evaluation and work adjustment project for mentally retarded males, age 16 and over at Southern Illinois University. Article covers the following topics: selection and rejection of potential clients; description of three week evaluation and testing period; description of fifteen week vocational adjustment period; securing jobs for clients for on-the-job work evaluation; description of evaluation check list; description and operation of residence facilities; use of medical services, parental involvement, placement and follow-up; and areas of need for research.

(14)

1960

Machek, O., & Collins, H., Preliminary report of evaluating and classifying the vocational potential of the cerebral palsied. Archives of Physical Medicine and Rehabilitation, 1960, 41, 434-437.

Description of the initial results of a project at the Buder Youth and Adults Center, United Cerebral Palsy Association, St. Louis, to evaluate and classify the vocational potential of persons with cerebral palsy. Statistical data is given for clients who have completed the project. (See follow-up report, same authors, 1961.)

Menchel, J., Pre-vocational evaluation of the mentally retarded. Vocational Guidance Quarterly, 1960, 8, 209-211.

Presents three steps in the evaluation process for the mentally retarded adult: (1) establish minimum requirements for job performance; (2) determine attitudes, skills and information necessary for the client to perform the job; and (3) design a prevocational evaluation to achieve the first two objectives. Recommends an analytical method of job analysis as a necessary first step toward understanding the demands of a job on a disabled person.

Moed, M., Procedures and practices in pre-vocational evaluation: A review of current programs. In J. Muthard (Ed.), Proceedings of the Iowa conference on pre-vocational activities. Iowa City, Iowa: State University of Iowa, 1960.

Short descriptions of methods of vocational evaluation including work samples, sub-contract work, psychological testing, a time and methods approach to work sample development and work station evaluations. Also included are descriptions of vocational evaluation programs such as TOWER (Institute for the Crippled and Disabled), Vocational Adjustment Center (J.V.S., Chicago), and programs employing combination approaches. Discussion of role of the evaluator.

Muthard, J. (Ed.), Proceedings of the Iowa conference on pre-vocational activities. Iowa City, Iowa: State University of Iowa, 1960.

Report of the Proceedings of the Iowa Conference on Pre-Vocational Activities. Included are articles by Neff, (Research Issues in Vocational Evaluation), Fiske (Problems in Measuring Capacity and Performance), and Moed (Review of Current Programs).

Neff, W., Research issues in vocational evaluation. In J. Muthard (Ed.), Proceedings of the Iowa conference on pre-vocational activities. Iowa City, Iowa: State University of Iowa, 1960.

Stresses the need for scientific methods of research in the area of vocational evaluation and indicates specific areas in which research in needed.

Rosenberg, B., & Wellerson, T., A structured pre-vocational program. The American Journal of Occupational Therapy, 1960, 14(2), 57-60.

A distinction between vocational evaluation and prevocational evaluation at the Institute for the Crippled and Disabled is made. Procedures of the TOWER program are discussed. Aspects of prevocational evaluation include improving work habits, work tolerance, and productive speed. The role of the occupational therapist in prevocational evaluation is described.

Tobias, J., Evaluation of vocational potential of mentally retarded young adults. Training School Bulletin, 1960, 56, 122-135.

Discusses shortcomings of standard intelligence tests in evaluation of retarded young adults. Describes the use and advantages of work samples in order to provide a more complete evaluation. Samples described fall into the areas of manual dexterity, visual motor coordination, ability to follow directions, spatial relations, and counting. Correlations between I.Q. and work samples, correlations between work samples, and validity of work sample results included.

Tobias, J., & Gorelick, J., The effectiveness of the Purdue Pegboard in evaluating work potential of retarded adults. Training School Bulletin, 1960, 57, 94-103.

A report of the results of a study designed to determine the effectiveness of the Purdue Pegboard in evaluating work potential of retarded adults. Results include: test result comparisons with normals, intercorrelations of the Purdue sub-tests, effect of practice dexterity at different levels of retardation, relationship between dexterity and intelligence, validity of the Purdue Pegboard, correlation with other evaluation tests, correlating earnings with results of the Purdue Pegboard. Summary and discussion included.

Wegg, L., The essentials of work evaluation. The American Journal of Occupational Therapy, 1960, 14(2), 65-69. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Considers vocational role of the occupational therapist in determining needs, measuring abilities, and predicting capacities of the individual. Chief method is through work samples, the objectives of which are listed. Examines organization of work tests and the role of occupational therapist as tester. Discusses pre-testing; the administration, observation, recording and evaluation of the work sample; and preparation of reports.

(16)

1960-61

Yue, S., & Moed, M., Medical and vocational evaluation of young adult cerebral palsied: Experience and follow-up, 157 cases. Archives of Physical Medicine and Rehabilitation, 1960, 41, 136-142.

Description of the Cerebral Palsy Work Classification project at the Institute for the Crippled and Disabled. The description includes information on the correlation found between employment success and vocational evaluation to statistically predict the validity of vocational evaluation for young adult cerebral palsied clients. Included is description of the medical evaluation, physical evaluation, mental evaluation, vocational evaluation, and follow-up procedures.

1961

Acker, M., Dauterman, W., & MacDonald, W., Prevocational evaluation examined. New Outlook for the Blind, 1961, 55, 251-252.

Contains results of a questionnaire with the following questions: (1) for what reasons are clients referred for evaluation; (2) how are referrals made; (3) what are some inappropriate reasons for referral for evaluation. Based on results, recommendations are that the evaluation process be further studied and clarified.

Burrows, J., The state and private agency view of the role of the prevocational unit in the community. In New York University, School of Education, Proceedings of the conference on pre-vocational evaluation units and their use by state vocational rehabilitation agencies in Region II. New York: Author, 1961.

Role of the evaluation unit in the community is discussed. Report on the development of a prevocational unit using the combined resources of the Institute for the Crippled and Disabled (ICD) and the New York Division of Vocational Rehabilitation (DVR). Describes the TOWER System. The role of the vocational counselor in vocational evaluation is discussed.

DeSimone, A., An overview of pre-vocational unit evaluation programs. In New York University, School of Education, Pre-vocational evaluation units and their use by state vocational rehabilitation agencies in Region II. New York: Author, 1961.

Discusses briefly the history and development of prevocational unit programs. Also discusses where prevocational programs may be used, methods, and objectives. Describes various selected research and demonstration projects sponsored by the Office of Vocational Rehabilitation.

Feingold, S., Work evaluation: Which norms? Rehabilitation Counseling Bulletin, 1961, 4, 126-130.

A discussion of the use of industrial norms versus sheltered workshop norms in the evaluation of workshop clients, particularly those with cerebral palsy.

Galazan, M., Evaluation's goals: Prediction or elimination. Rehabilitation Record, 1961, 2(4), 16-18.

Points out that the process of evaluation tends to be negative and elimination oriented. Discusses purposes of evaluation and how the process of evaluation may be made positive in order to eliminate rehabilitation failures instead of rehabilitation clients.

Gellman, W., The vocational adjustment shop. Personnel and Guidance Journal, 1961, 39, 630-633. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

A discussion of the workshop as a tool to develop appropriate work behavior and attitudes. Lists many of the advantages and disadvantages of such a workshop, discusses the shop as a situational adjustment technique, and how the shop seeks to rehabilitate those with "unemployability" problems.

Goodwill of America, Inc., Work evaluation and employment preparation services for mentally retarded adults. Washington, D.C.: Author, 1961.

A report of the Institute on Sheltered Workshop Services for the Mentally Retarded held at University of Kansas. Contains a variety of short presentations dealing with work evaluation and employment preparation services for mentally retarded adults.

Gragert, H., Demonstrating "job ability." Rehabilitation Record, 1961, 2(4), 14-15.

A report of a program, carried on by Goodwill Industries of Greater Kansas City, designed to provide vocational evaluation, training and placement services for mentally retarded clients. Indicates the number of clients served, and the beginning salaries received upon completion of the evaluation program.

Ireland, K., Criteria for work evaluation. Cleveland: Vocational Guidance and Rehabilitation Services, 1961.

States need for counselors to have a clear understanding of the evaluation process and discusses some of the theory of work evaluation. Advantages of the work sample approach are noted, and disability groups appropriate for work evaluation approach are listed including physically impaired, psychiatric or emotionally impaired, mentally retarded and others.

(18)

1961

Jacobs, A., & Hay, J., Vocational reporting in the vocational rehabilitation process. Personnel and Guidance Journal, 1961, 40, 368-372. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Describes preparation and organization of a comprehensive vocational report. Tells what report should contain, in what settings it can be used, how it is designed, and discusses in detail the data included.

Kolstoe, O., & Shafter, A., Employability prediction for mentally retarded adults: A methodological note. The American Journal of Mental Deficiency, 1961, 66(2), 287-289.

A discussion of the problems of employability prediction for mentally retarded adults. Points out the need for a differential analysis of vocational and social behavior. Presents example of such an analysis and a proposal for implementing the procedure.

Krantz, G., Prevocational evaluation and prediction. Unpublished paper, Minnesota Cooperative School - Rehabilitation Center, 1961.

Discusses limitations of standardized aptitude tests (including GATB) in predicting performance of handicapped people. Refers to the increase in the use of work tasks and points out advantages and disadvantages of these techniques. Theory of prevocational evaluation is presented from the standpoint of motivational factors, social matrix, physical surroundings and duration of evaluation. Discusses confusion in meanings of prevocational and vocational evaluation.

Ladas, P., Worksample learning rates of the mentally retarded trainee as indicators of production in a work-training center. Personnel and Guidance Journal, 1961, 39, 396-402.

Description of a study developed to examine the degree to which learning performance within the evaluation setting can predict the productivity of the mentally retarded client in a work training center. Work samples utilized are described and statistical results are included.

Machek, O., & Collins, H., Second year review of evaluating and classifying the vocational potentials of the cerebral palsied. Archives of Physical Medicine and Rehabilitation, 1961, 42, 106-108.

A follow-up study of a rehabilitation project to evaluate and classify cerebral palsied adults utilizing the work sample technique of evaluation. Included are the results and observations of this study after two years of development. (See preliminary report, same authors, 1960.)

Moed, M., Work classification and evaluation. Rehabilitation Record, 1961, 2(5), 11-13.

Discussion of the work sample program at the Institute for the Crippled and Disabled in New York for the cerebral palsied. The evaluation utilizes 100 work samples from five areas (manual dexterity, clerical work, basic tool evaluation, basic vocational equipment, basic academic skills) and each area is graded into four occupational levels (unskilled, semi-skilled, clerical, and elemental service). Norms taken from industry.

New York University, School of Education, Proceedings of a conference on pre-vocational evaluation units and their use by state vocational rehabilitation agencies in Region II. New York: Author, 1961.

Proceedings of a conference on prevocational evaluation units and their use by state vocational rehabilitation agencies in Region II. Includes papers presented by DeSimone (Overview of Pre-Vocational Unit Evaluation Services), Reisman (State Vocational Rehabilitation and Pre-Vocational Evaluation Units), and Burrows (The State and Private Agency View of the Role of the Pre-Vocational Unit in the Community).

Reisman, M., State vocational rehabilitation and pre-vocational evaluation units. In New York University, School of Education, Proceedings of the conference on pre-vocational evaluation units and their use by state vocational rehabilitation agencies in Region II. New York: Author, 1961.

Discusses the need for closer relationships between vocational rehabilitation personnel and prevocational evaluation personnel which may be achieved through mutual goals and mutual understandings of problems. Discusses what the counselor must consider in referring a client for evaluation, and what the counselor seeks as results from a prevocational evaluation unit.

Spangler, D., Thomas, C., & Peszczynski, M., The application of psychometrics in the vocational evaluation of the adult severely disabled. Archives of Physical Medicine and Rehabilitation, 1961, 42, 180-184.

A discussion of criticism, applications, and trends in the use of psychometric tests for the evaluation of disabled adults. The discussion includes theoretical assumptions of vocational evaluation, practical aspects of using psychometric tests, research implications for the use of tests with disabled, and suggested applications for psychometric tests.

Thomas, C., Spangler, D., & Izutsu, S., Some fundamental propositions in the construction of evaluation units in vocational rehabilitation. Personnel and Guidance Journal, 1961, 39, 586-589.

Points out the lack of substantial validity, proofs and normative data for most prevocational methods. Discusses Guidance Test Class 1 & 2 evaluation programs as an example of attempts to improve validity of evaluation procedures. Suggests prevocational evaluation development follow the technical steps established in the field of psychometric testing.

(20)

1961

United Cerebral Palsy Association, Cerebral palsy work classification and evaluation project. St. Louis, Missouri: Author, 1961.

A final report on the results of a cerebral palsy work classification and evaluation project. A combination of work samples and psychological tests was utilized. Report discusses community relationships, criteria for client admission, evaluation instruments used, reporting evaluation results, case finding, counseling, staff conferences, and placement and follow-up. Sample rating scales and evaluation forms included.

Williamson, D., Why work samples? Rehabilitation Counseling Bulletin, 1961, 4, 123-126.

Lists reasons why D.V.R. counselors prefer work sample evaluations as opposed to psychological testing. Discusses specific and general merits of work samples and why they provide information about a client not otherwise available.

1962

Appell, M., Williams, C., & Fishell, K., Significant factors in placing mental retardates from a workshop situation. The Personnel and Guidance Journal, 1962, 41, 260-265.

Discusses a study conducted to determine the differences between retardates who are considered to be terminal (long range) and retardates who have achieved competitive employment after a period of exposure in a workshop. Identifies certain factors which would distinguish between the two groups using the Work Evaluation Report (WER) developed by the project participants. Tables and written discussion included in description of results.

Fredericksen, N., Factors in in-basket performance. Psychological Monographs: General and Applied, 1962, 76(22), Whole No. 541.

Describes a technique to evaluate administrative-executive abilities. Letters, notes, memorandums, etc. are deposited in an in-basket and the testee is evaluated in the manner in which he handles the different situations represented by the in-basket materials. Co tains detailed statistical study.

Gragert, H., Differential diagnosis, training, and job placement for the mentally retarded. Journal of Rehabilitation, 1962, 28(2), 35-37.

Describes a program, developed by Goodwill Industries of Greater Kansas City, to prepare the mentally retarded adult for gainful employment utilizing available community resources. The evaluation consists of intensive intellectual, academic, social, psychological and vocational assessment. At the end of the assessment process the client may be recommended for training or an on-the-job placement. Common personality characteristics as seen in the retarded person during evaluation are presented.

Sidwell, R., Ireland, K., & Kleckert, G., Use of actual job samples in prevocational and work evaluation units. Rehabilitation Counseling Bulletin, 1962, 5, 17-22. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

A report on the percentage amounts of use of actual job samples as prevocational tools in workshops, hospitals and rehabilitation centers. Contains information on evaluators' methods of determining areas for job sampling; what types of tools, fixtures, etc. are used as materials for job samples.

Sinick, D., Client evaluation: Work task approach. Rehabilitation Record, 1962, 3(2), 6-8. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Discusses need for and merits of work samples. Lists qualities that can be evaluated by the work sample method and benefits to the client through use of work samples. Limitations of work samples are also discussed. Indicates areas of research need such as validity of samples, performance correlation between methods of evaluation rating scales, and suitable norms.

United Cerebral Palsy Association of Philadelphia and Vicinity, Work classification and evaluation center for the cerebral palsied in Philadelphia and vicinity. Philadelphia: Author, 1962.

A final report of a project designed to create more effective evaluation facilities, and to demonstrate the effectiveness of work samples as a technique for vocational evaluation and classification for the cerebral palsied. A description of the evaluation process is included as are case histories as examples of the complex problems present in working with cerebral palsied clients. (Office of Vocational Rehabilitation Demonstration Project 270)

1963

Burdett, A., An examination of selected prevocational techniques utilized in programs for the mentally retarded. Mental Retardation, 1963, 1, 230-237.

A discussion of various approaches to the vocational evaluation of the mentally retarded adolescent. Three methods of evaluation are described: the work sample approach to evaluation, the job performance evaluation in the sheltered workshop, and the standardized test evaluation.

Elart, A., Development of occupational evaluation and training center for the mentally retarded. Tacoma, Washington: Tacoma Goodwill Industries Rehabilitation Center, 1963.

Describes and gives results of the development of a federally funded project for the evaluation and training of mentally retarded clients at Goodwill Industries, Tacoma, Washington. Topics include: rehabilitation needs of the mentally retarded; development and operation of services, clinical assessment (intake procedures), pre-vocational evaluation, and vocational training and placement. A mobile unit team is described, community relationships resulting from the project are detailed and results of the five years of programming are included. Recommendations for development of a community based occupational evaluation and training center are included. Appendix includes client medical data form, copy of Cornell Medical Index Health Questionnaire, copies of evaluation reports, and an example of a completed evaluation summary. (Vocational Rehabilitation Administration Project 308)

Gellman, W., Stern, D., & Soloff, A., A scale of employability for handicapped persons. Chicago: Jewish Vocational Service, 1963.

A summary of the scale of employability for handicapped persons discusses the following: subjects, overall prediction, reliability, factor analysis, common factors and outcomes, follow-up study, background characteristics, selection study, and conclusions drawn from the scale.

Hallenbeck, C., & Hallenbeck, P., Using standard tests to predict job performance in hospital workshops. Rehabilitation Counseling Bulletin, 1963, 7(1), 6-11.

Results of a five-year project at Highland View Hospital, Cleveland. Development of a rating scale designed to report: (1) number of jobs a worker can do, (2) productivity, (3) steadiness of work habits, (4) attendance and punctuality, (5) independence from supervision, (6) quality of work. Reports correlation between WAIS and Bender-Gestalt and job performance. Also includes results of study of mental deterioration in old age.

Hamlin, D., & Ugland, R., Recognizing the limitations of norms. In G. Krantz (Ed.), Conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1963.

Discusses the limitations and merits of using norms on tests for employment.

Krantz, G., (Ed.), Conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1963.

Proceedings of a conference held by the Minneapolis Public School system concerning prevocational evaluation. Included in the proceedings are presentations by Krantz (Prevocational Evaluation as a Technology), Mulhern (Specifics in Pre-Vocational Evaluation), Matthews (Prevoc Evaluation and Principles of Test Construction), Olson (Pre-Vocational Evaluation Through Assignment to Work Relief), and Hamlin and Ugland (Recognizing the Limitations of Norms). (Research and Demonstration Grant 681, PB-197534)

Krantz, G., Prevocational evaluation as a technology. In G. Krantz (Ed.), Conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1963.

A discussion of the meaning of prevocational evaluation. Points out shortcomings of conventional standardized tests and the advantages of work based evaluation procedures.

Leshner, S., & Snyderman, G., Evaluating personal characteristics from a client's work history. Personnel and Guidance Journal, 1963, 42(1), 56-59.

Discusses common elements to all work situations which may provide evaluative information about the client such as reaction to supervision, guidelines, interpersonal relationships, responsibility,

MacDonald Training Center Foundation, Research Division, Predicting vocational capacity of retarded young adults. Tampa: Author, 1963.

A report on a project developed to study methods and problems involved in evaluation, training, workshop employment, and competitive employment of young adults handicapped by mental retardation. Developed was an eight factor Vocational Capacity Scale created as a measure of predictive validity to distinguish among four groups or levels of potential -- daycare, sheltered, borderline, or competitive employment. The eight factors on the scale are: work habits, physical capacity, Vineland Social Maturity Scale, general health, manual skills, arithmetic, motivation, and direction following. Training consists of adult education in areas of industrial skills, home economics, basic academic skills, recreation and social activities; and sheltered workshop activities of sewing and printing, woodworking assembly department, horticulture and citrus department, poultry department, and work activities department. Sample forms used in ratings are included.((Research and Demonstration Grant 0050)

(24)

1963

Matthews, R., Prevocational evaluation and principles of test construction. In G. Krantz (Ed.), Conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1963.

Discusses functions of validity, reliability, and objectivity as they apply to evaluative measures. Emphasizes need for objectives, utilization of adequate samples of behavior, and relation of results to known norm groups.

Moed, M., & Litwin, D., Employability of the cerebral palsied. Rehabilitation Literature, 1963, 24, 266-271.

Describes the results of two studies done at the Institute for the Crippled and Disabled, New York City, on cerebral palsied young adults. The first study sought to establish practical methods of work evaluation and the second was a predictive study using evaluation methods to distinguish non-employable from employable. Described under the first study was: (a) description of the evaluation unit, (b) community organization planning for supplementary services, (c) description of work samples used, (d) results of follow-up studies, (e) research results on employability, and (f) information on psychosocial adjustment. Under the second study: (a) recommendations for community planning and psychological services were described, (b) recommendation for need for sheltered employment for cerebral palsieds, (c) need for prevocational planning.

Mulhern, F., Specifics in pre-vocational evaluation. In G. Krantz (Ed.), Conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1963.

Emphasizes the need to observe and evaluate clients as would an employer and by using same criterion.

Olson, I., Pre-vocational evaluation through assignment to work relief. In G. Krantz (Ed.), Conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1963.

Describes the Work Relief Program of the Department of Public Welfare, Minneapolis, an evaluation program designed to provide additional insight into the work potentials of clients having difficulty in returning to economic independence. Discusses theory and considerations for establishment of such a program.

Overs, R., Job samples in work evaluation programs. In C. Oberman (Ed.), Proceedings of the 12th Annual Workshop. Chicago: Association of Rehabilitation Centers, 1963.

Emphasizes the need for measurement and description of a client's performance in quantitative form. Describes job sample development at Vocational Guidance Rehabilitation Service (VGRS) in which the purpose was to build samples that offered quantifiable data.

Rosenberg, B., & Usdane, W., The TOWER System: Vocational evaluation of the severely handicapped for training and placement. Personnel & Guidance Journal, 1963, 42, 149-152.

The TOWER System of work sampling developed at the Institute for the Crippled and Disabled, New York, is described. Results of a follow-up study of clients evaluated through TOWER are given.

Rusalem, H., Client characteristics and counselor perceptions suggesting the need for a work evaluation program for older disabled workers. Archives of Physical Medicine and Rehabilitation, 1963, 44, 98-104.

Report of a study conducted to determine the feasibility or need for a vocational evaluation program for disabled workers 55 and older. Contains data supporting the need for such evaluation services.

Thompson, D., & Pauhle, G., Development of an elemental motion analysis for man-work matching in vocational rehabilitation and placement. Archives of Physical Medicine and Rehabilitation, 1963, 44, 545-548. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Describes the Methods-Time Measurement system (MTM) which classifies work skills into elemental manual motions so work potential can be assessed and matched to job requirements.

Weitzman, L., Principles and methods of testing work capacities. Paper presented at the Ninth World Congress of the International Society for the Rehabilitation of the Disabled, Copenhagen, Denmark, June 23-29, 1963.

A discussion of the need for and advantages of evaluation through work methods in addition to standardized testing in order to accurately assess work potentials of clients.

1964

Anderson, R., A consumer's view of prevocational evaluation. In G. Krantz (Ed.), Second conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1964.

Discusses the services and information that a counselor wants from a pre-vocational evaluation. Follows with some general comments and observations on the status of prevocational evaluation.

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1964

Berg, A., & Ulberg, R., Illustration: A shop evaluation task. In G. Krantz (Ed.), Second conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1964.

Description of the development and administration of a faucet assembly evaluation task. Includes nature of the task, client instructions, observation of the client, recording time, and what the task predicts for.

Brolin, D., Rating methods in the workshop evaluation. Unpublished manuscript, Stout State University, Menomonie, Wisconsin, 1964.

Describes needs of and methods for developing objective rating systems for evaluation of clients in the workshop setting. Four major types of scales are discussed: graphic rating scales, numerical rating scales, check lists, and forced choices scales. Methods for attaining accuracy and validity are also discussed.

Dauterman, W., Elementary considerations in evaluating the work abilities of disabled persons. Palo Alto, California: Stanford University, School of Medicine, 1964.

Discussion in the following areas: consideration of the need for developing an evaluation unit, theory and scope of the evaluation process, selection of testing instruments, problems in the evaluation of the blind and severely disabled, and evaluation of personality factors. Presents limitations to evaluations in several occupational areas. Discusses the need and methods for standardization of evaluation measures and methods for reporting evaluation results. Included also is an article by R. Overs entitled, "Writing work evaluation reports, chore or challenge?", the Levine rating scale, and three bibliographies related to work evaluation. (Research and Demonstration Grant 806p)

Friend, E., The work sample in rehabilitation. Paper presented at the Institute for the Crippled and Disabled Workshop for Agencies Using TOWER, New York, June 1964.

The following steps for developing work samples are outlined in detail: (1) define type of agency represented; (2) examine vocational services; (3) determine work population; (4) gather information on vocational evaluation unit; (5) learn agency's requirements and fiscal situation; (6) survey neighboring industries; (7) consult training instructors and determine long-term placement possibilities; (8) determine precise amount of money needed; (9) present data to proper authorities.

1964

Goodwill Industries of Denver, Special rehabilitation services for the seriously handicapped. Denver: Author, 1964.

A final report of a demonstration project carried out by Goodwill Industries of Denver. The project was designed to provide evaluation, adjustment, training, and placement services for the physically disabled, mentally retarded, and emotionally disturbed. The TOWER System was the primary evaluation tool used. A pilot program was explored for evaluating the blind. Training, placement, and work adjustment were also carried on in the project. (Research and Demonstration Grant 452)

Henze, R., Illustration: The scope of one prevocational evaluation program. In G. Krantz (Ed.), Second conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1964.

Describes a program carried on within the Minneapolis Public School System for special education students between the ages of 15 and 21. Services offered are prevocational evaluation, training, placement, and research.

Krantz, G. (Ed.), Second conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1964.

Proceedings of the second conference on prevocational evaluation containing papers by Anderson (A Consumer's View of Prevocational Evaluation), Berg and Ulberg (Illustration: A Shop Evaluation Task), Henze (Illustration: The Scope of One Prevoc Evaluation Program), and Yater (Validation Status of TOWER System). Research and Demonstration Grant 681, PB-197534)

Kukoda, L., Jacobs, A., & French, E., Vocational rehabilitation in a residential treatment center. Monographs - Golden Anniversary Series. Devon, Pennsylvania: The Devereux Foundation, 1964.

Description of the Devereux Schools and Devereux Foundation which is designed to serve the emotionally disturbed or mentally retarded adolescent. The organization and program content is discussed which includes evaluation, training, counseling, on-the-job training, on-the-job evaluation, transitional living - Halfway House, follow-up, and referral.

Llorens, L., Levy, R., & Rubin, E., Work adjustment program: A pre-vocational experience. The American Journal of Occupational Therapy, 1964, 18, 15-19.

Describes the Work Adjustment Program at the Lafayette Clinic, an in-hospital prevocational evaluation program for psychiatric patients. It is designed to assess those factors necessary for successful functioning on a job and to determine methods which would be predictive of post-hospital vocational adjustment.

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1964

Overs, R., Evaluation for work by job sample tasks. Cleveland: Vocational Guidance and Rehabilitation Services, 1964.

A manual designed for work evaluators and supervisors of work evaluation departments. Deals with some of the major trends and associated problems in the field. Discusses the theory of job samples and the conflict between quantitative appraisal and clinical appraisal in work evaluation. Presents the structure and function of a work evaluation department -- its physical setting (floor plan and various diagrams given), record keeping (sample forms included), and a time analysis of work-evaluator activity (diagrams, charts noting demands of each activity). Selection of job sample tasks and development of new job samples is discussed and instructions are given for standardized administration of job sample tasks. The norming of job sample tasks is discussed along with time study, percentile ranks and standardized scores, and preparing local norms (illustrated by construction procedure tally sheets). Finally, the interpretation of scores and psycho-social relationships are noted. A glossary of terms is appended. (Vocational Rehabilitation Administration Grant 412)

Overs, R., Writing work evaluation reports: Chore or challenge. The American Journal of Occupational Therapy, 1964, 18(2). Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Discusses report writing for work evaluation reports. Presents the relationship between facts and generalization. (Research and Demonstration Grant 412)

Overs, R., & Cole, E., Work evaluation. Rehabilitation Record, 1964, 5(3), 18-21. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

A discussion of the relationship between the client and the evaluator, and the role of the evaluator in that relationship. Indicates need for evaluator to have training as and act as a counselor to the client.

Patterson, C., Methods of assessing the vocational adjustment potential of the mentally handicapped. Training School Bulletin, 1964, 61, 129-152.

Lists the characteristics which should be assessed when evaluating the mentally handicapped. Discusses advantages and disadvantages of psychometric procedures which may be used to evaluate these characteristics such as intelligence tests and achievement tests, manual dexterity, and personality factors. Discusses recent trends toward the increased use of the work sample methods and notes limitations.

Peterson, R., & Jones, E., Guide to jobs for the mentally retarded, revised edition. Pittsburgh: American Institute for Research, 1964.

A manual containing a listing of jobs which may be performed by the mentally retarded. Each job is profiled by a general description, possible Dictionary of Occupational Titles (D.O.T.) reference, specific job activities, necessary personal characteristics, and training suggestions. Also contains a section on client selection and evaluation methods for specific jobs including use of job samples, psychometrics, and situational evaluation.

Stubbins, J., et. al., Workshops for the handicapped - an annotated bibliography, No. 1. Los Angeles: California State College, Rehabilitation Counseling Program, 1964.

An annotated bibliography covering the area of workshops for the handicapped published between 1955 and 1964. Included is an article by Calvin Simons on The Consultant in Workshops for the Handicapped.

Tremayne, E., & Spruill, W., A work adjustment center for disabled persons with emotional problems. El Paso, Texas: Goodwill Industries of El Paso, 1964.

Final report of a project conducted with low income emotionally disturbed clients to investigate methods of work adjustment in a controlled work situation, secure placement after the initial work adjustment period, and to do follow-up studies on the individuals involved after their departure from the program. Contains examples of evaluation forms. Program was conducted by the Goodwill Industries of El Paso. (Research and Demonstration Grant 675, PB-197459)

University of Washington, Institute for Sociological Research, Personality and ability in the lower intellectual range: A study of assessment methods. Seattle: Author, 1964.

A final report of a project, developed at Goodwill Industries of Tacoma, Washington, to create a means of assessing ability among the mentally retarded. The research involved discussions on the following areas: shortcomings of standardized tests; special problems of the mentally retarded; role of the mentally retarded person; developing rating scales of work performance; specific tests to measure intelligence, dexterity, maladaptive personality traits and educational attainment; what tests measure; prediction of work adequacy, psychological disability, physical disability and work competence; prediction of behavior with life history information; experimental assessment methods. Instructions and plans are given for five work samples used in the project: drill sizing, object assembly tasks, wrap and pack, nail sorting, alaphabetic and numeric filing. (Research and Demonstration Grant 603, PB-197342)

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1964-65

Vocational Guidance and Rehabilitation Services, Obtaining and using actual job samples. Cleveland: Author, 1964.

A final report of a project on obtaining and using actual job samples carried on at Vocational Guidance and Rehabilitation Services, Cleveland. Reports on theory of job sample tasks; survey of existing practices regarding job samples; selection, procurement, and installation of job sample tasks; job task trait analysis; job task descriptions and instructions; norming instructions; validity and reliability; characteristics of client population; and follow-up results. Summary, conclusions, and recommendations in the area of job samples as evaluation tools included. (Research and Demonstration Grant 0412)

Vocational Guidance and Rehabilitation Services, Obtaining and using actual job samples. Cleveland: Author, 1964.

A summary of a final report of a project on obtaining and using actual job samples carried on at Vocational Guidance & Rehabilitation Services, Cleveland. Contains information on the following areas: survey of existing practices, selecting and securing job samples, installing job samples, job task trait analysis, job sample task instructions, norming process, reliability, validity, and follow-up results of clients evaluated with samples. (Full final report is annotated.

Yater, A., Validation status of TOWER System. In G. Krantz (Ed.), Second conference on prevocational evaluation. Minneapolis: Minneapolis Public Schools, 1964.

A description of the TOWER System of evaluation as a testing procedure and a methodological process for conducting evaluations. Results of studies conducted on the predictive validity of the system are discussed.

1965

Alabama School of Trades Rehabilitation Center, A method for evaluating and adjusting the emotionally handicapped client and older disabled worker for competitive employment. Gadsden, Alabama: Author, 1965.

The final report and description of a project to develop work adjustment and work evaluation for the "problem" client (emotionally handicapped, older disabled worker) who had failed previously and who was not fully assessed by standardized tests and routine work samples. The "problem" client population consisted of those with physical disabilities and mental disabilities whose primary handicap was manifested in a negative attitude toward work and an inappropriate pattern of vocational adjustment. The evaluation phase consisted of simple subcontract jobs and work related activities such as ceramics, weaving, copper tooling, leather working, sewing and wood construction. The results and implication of the study are included in the final report.

1965

Arkansas Rehabilitation Research & Training Center, Evaluation for rehabilitation potential. Hot Springs, Arkansas: Author, 1965.

Presents the results of a workshop held at the Arkansas Rehabilitation Research and Training Center. General purposes were to establish guidelines for evaluation of rehabilitation potential, describe techniques and procedures of evaluation, clarify problems in evaluation practices, and identify problems which could be researched. Two types of evaluation units are discussed: the "one-man" unit and the "team" unit. The definition and purpose of vocational evaluation is stated. Research areas are suggested and possibilities for the future put forth.

Arkansas Rehabilitation Research & Training Center, Vocational evaluation - a challenge to the field counselor. Hot Springs: Author, 1965.

Proceedings of a seminar conducted by the staff of the Arkansas Rehabilitation Research and Training Center to explore the process of evaluation as it pertains to the field counselor. Objectives of the seminar were to identify common problems in evaluation which the field counselor encounters and to find effective techniques for solving the problems. Also included: basis and need for vocational evaluation, guidelines for referring clients for evaluation, strengths and weaknesses of evaluation, communication between counselors and evaluators.

Association of Rehabilitation Centers, Inc., Manual of standards for rehabilitation centers and facilities. Evanston, Illinois: Author, 1965.

A manual of standards for rehabilitation centers and facilities including the goals, organization, services, personnel, records and reports, fiscal management, and physical plant needs of the facility. Contains a section dealing with standards for vocational evaluation units and services, vocational training, work try-out and work experience placement, follow-up and research, and evaluation of various workshop functions. (Manual of Standards explains standards that are not self-evident. See Standards for Rehabilitation Centers and Facilities which presents standards and basic principles.) (Vocational Rehabilitation Administration Project 516)

Association of Rehabilitation Centers, Inc., Standards for Rehabilitation Centers and Facilities. Evanston, Illinois: Author, 1965.

Lists standards and major principles for the standards of: goals, organization, services, personnel, records and reports, fiscal management, and physical plant as related to a rehabilitation facility. (See Manual of Standards which explains in detail standards and basic principles which are not self-evident in this publication.) (Vocational Rehabilitation Administration Project 516)

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1965

Cundiff, G., Henderson, S., & Little, N. (Eds.), Training guides in evaluation of vocational potential for vocational rehabilitation staff. Washington, D.C.: U.S. Department of Health, Education, and Welfare, 1965.

A guideline to be used by the counselor in evaluation planning and carrying through of the vocational potentials of the handicapped. The report details the following: the basic components of an adequate assessment, guidelines for selection of clients for formalized facility evaluation, and organization and utilization of community resources to obtain evaluation services. The appendices include various rating forms, checklists and descriptions of vocational evaluation units in individual facilities.

Fairman, C., Evaluation of the institutionalized retardate. In W. West (Ed.), Occupational therapy for the multiply handicapped child. Proceedings of the conference on Occupational Therapy for Multiply Handicapped Child. Chicago: University of Illinois, 1965.

Discusses problems and confusion in the use of evaluation and other rehabilitation terminology. Presents some history of rehabilitation of the mentally retarded. Indicates levels of retardation and relates levels to self-care and vocational adjustment. Presents evaluation theory for the institutionalized retarded.

Frenkiel, N., et. al., Establishment of work tolerance limits for participation in a sheltered workshop program in a home for the aged. Journal of the American Geriatrics Society, 1965, 13(3), 248-252.

Report of a project designed to measure the work capacities of aged clients. Sheltered workshop tasks were utilized in part to analyze the clients' work tolerance and set work limits.

Gelfand, B., Some work types met in work evaluation. Rehabilitation Literature, 1965, 26(11), 335-338. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Presents three different work types encountered in the evaluation process. Defines catalytic - dependent, resistive - dependent, and isolated person and discusses these in relation to the evaluation and work adjustment process.

Goodwill Industries of Fort Worth, Work evaluation and training for chronic mental hospital patients in a generic workshop. Fort Worth: Author, 1965.

A final grant report on the development of work evaluation and training for chronic mental hospital patients in a generic workshop. Information is related to the goals of the project: (1) modification and application of techniques of work eval which have been used with other disabilities; (2) demonstrate that mental patients not considered "feasible" can be rehabilitated; (3) to demonstrate the effectiveness of the interagency approach; (4) demonstrate the contributions of work adjustment experience in a non-hospital setting to eventual rehabilitation of mental patients; (5) study the placement problems for mentally ill clients. Contains description of the evaluation workshop program. Samples of evaluation forms included. (Research and Demonstration Grant 689-64-C3)

House, F., et. al., Vocational rehabilitation in a voluntary community hospital. Ann Arbor, Michigan: St. Joseph Mercy Hospital, 1965.

A final grant report designed to study comprehensive rehabilitation in a general hospital and formulate a model program. Contains a full description of the rehabilitation program in operation at St. Joseph's Mercy Hospital of Ann Arbor. Report includes information on psychological evaluation, vocational evaluation, personal and occupational adjustment training. Jobs within the hospital confines were used as evaluation stations. (Research and Demonstration Grant 827-M-P, PB-197426)

House, F., & Howes, F., Vocational rehabilitation in the general hospital. Archives of Physical Medicine and Rehabilitation, 1965, 46, 476-480.

Describes a hospital evaluation and adjustment program that utilizes work stations within the hospital. Discusses the role of the vocational counselor (evaluator) and indicates the traits in which the patient is evaluated. Medical management, placement, and results of the program are also given.

Klapper, M., Disciplines vary in vocational evaluation. Rehabilitation Record, 1965, 6(4), 22-25.

A report on securing accurate and consistent evaluation results using a team approach for 14-16 year old disabled students from New York City public schools who were being considered for an intensive two-year prevocational program.

Kramer, J., Work adjustment, training and evaluation for teenage retardates. In W. West (Ed.), Occupational therapy for the multiply handicapped child. Proceedings of the conference on Occupational Therapy for Multiply Handicapped Child. Chicago: University of Illinois, 1965.

A description of a work experience and evaluation program for mentally retarded teenagers at the Fort Worth Society for Crippled Children and Adults. Main goal is the use of a product and assembly line operation to develop the work habits and skills essential for the teenage clients to achieve employment potential.

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1965

Leshner, S., & Snyderman, G., A new approach to the evaluation and rehabilitation of the vocationally handicapped. In J. Adams (Ed.), Counseling and guidance - a summary view. New York: Macmillan, 1965, pp. 95-104.

A description of the evaluation and personal adjustment program at Jewish Vocational Service, Philadelphia. The process is discussed including work sample evaluation and a description of some work samples used; production evaluation, evaluation of client progress; and personal adjustment training. A case study, observations, and conclusions are also included.

Linde, T., A manual of work adjustment training of the Jewish Vocational Service. Milwaukee; Jewish Vocational Service, 1965.

A presentation of the Selective Training and Evaluation Programming (STEP) program, developed by the Jewish Vocational Service, Milwaukee, and designed to provide work adjustment for clients unable to reach successful employment. Evaluation procedures are described for the following areas: attendance, perserverance, quantity - potential and functional, quality, supervisory relationships, appearance, and generalization of work habits. Specific evaluation and training is described in the areas of clerical work, custodial work, model apartment living, and research and payroll work. The roles of the rehabilitation counselor, workshop supervisor, and placement department are discussed as they relate to the STEP program.

Neuhaus, E., A unique prevocational program for educable retardates. Mental Retardation, 1965, 3(4), 19-21.

Describes a prevocational training program for retarded young adults. Stresses the need of special education classes to prepare retardates for work in the real world through work oriented curriculums.

Sakata, R., & Sinick, D., Do work samples work? Rehabilitation Counseling Bulletin, 1965, 8(4), 121-124. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Merits and limitations of work samples are discussed. Suggests the use of both work samples and psychometric tests to have a more effective evaluation of a client. Recommends areas of needed research in work sample evaluation.

Stubbins, J., (Comp.), Workshops for the handicapped: An annotated bibliography, No. 2. Los Angeles: California State College at Los Angeles, Rehabilitation Counseling Program, 1965.

An annotated bibliography which references to articles on various aspects of the workshop process. Current through May, 1965. Includes an article by Stubbins on the role of the counselor in the workshop and the importance of evaluation to the counselor.

United Cerebral Palsy of New York City, Inc., A demonstration and research project to study the methods for facilitating the adaptation of adults with cerebral palsy to personal, social, and vocational instrumental roles, final report. New York: Author, 1965.

A description of a study (experimental) conducted by the United Cerebral Palsy of New York City to develop a method of fulfilling the personal, social, and vocational needs of multiply handicapped adults who have cerebral palsy. The program consisted of a variety of curriculum areas including communications media, social awareness, homemaking, grooming, vocations, woodworking, travel, prevocational areas, adult education. Included in the report is a detailed description of the population; content and implementation of the program which includes training, orientation, and exploration of the curricula of the program, the basic subject material, methods and techniques used in each training course; guidance and counseling services; prevocational counseling; individual counseling; and coordination of all services. Areas of prevocational training were clerical tasks, assembly tasks, service operations, and graphic arts. A detailed report of the findings of the study also appears. (Research and Demonstration Grant 1001-P)

Wagner, E., & Hawver, D., Correlations between psychological tests and sheltered workshop performance for severely retarded adults. American Journal of Mental Deficiency, 1965, 69(5), 685-691.

A description of a study to find out the correlations between eight psychological tests and sheltered workshop performance for severly retarded adults. Results of the study included.

West Virginia State Board of Vocational Education, Division of Vocational Rehabilitation, Out of the shadows: A program of evaluation and prevocational training for mentally retarded young adult females. Charleston: Author, 1965.

Description of an evaluation and adjustment program for mentally retarded young adult females. Program was structured around a domestic workshop which included dormitory quarters, a model kitchen, dining room, laundry and classroom to provide activities related to domestic and homemaking employment. Complete curriculum guide for evaluation and prevocational conditioning course included. (Research and Demonstration Grant 957)

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1966

Arkansas Rehabilitation Research & Training Center, Orientation institute - evaluation for vocational potential. Hot Springs, Arkansas: Author, 1966.

Results of an institute on evaluation of vocational potential designed primarily for rehabilitation counselors. Topics covered include gathering and use of: medical information, background vocational information, psychological information, and social information. Stresses importance of synthesizing all particles of information into a whole.

Bashey, H., & Silverton, G., Evaluation and adjustment center for the emotionally disturbed. Tacoma, Washington: Tacoma Goodwill Industries Rehabilitation Center, 1966.

A final report of a project conducted by Tacoma Goodwill Industries Rehabilitation Center to develop specialized evaluation and adjustment services for chronically unemployed disabled persons with emotional problems. The report details the following: referral sources, selection and background of clientele, psychological test results, work sample results, placement and follow-up, implications of the study. (Selected Demonstration Grant 1254)

Bitter, J., Training guide for vocational habilitation. St. Louis: Jewish Employment and Vocational Service, 1966.

A training guide for rehabilitation personnel for use with habilitation clients, i.e., clients with little or no vocational experience. The guide is organized into phases with particular objectives to be accomplished in each phase and different resources to be utilized in each phase for evaluation, adjustment and specific job preparation. (Vocational Rehabilitation Administration Grant 1525-64-3)

Campbell, J., A review of VRA sponsored work evaluation projects. In Richmond Professional Institute, School of Rehabilitation Counseling, Training institute on factors in work evaluation. Richmond, Virginia: Author, 1966, pp. 21-40.

A brief description of ten VRA sponsored projects on work evaluation. Reports are grouped according to the following: evaluation of the retarded, physical rehabilitation facilities projects, and vocational oriented workshop projects. Information included for each project includes title, location, purpose, and methods of investigation.

Caruth Memorial Rehabilitation Center. A demonstration project of the feasibility of vocational rehabilitation for vocationally handicapped persons 45 years and over. Dallas, Texas: Author, 1966.

A final project report on the feasibility of vocational rehabilitation for vocationally handicapped persons 45 years of age or over. Sub-contract work as a means of evaluation and work adjustment discussed. Results and recommendations included.

Clark, B., & Lerner, G., Occupational therapists participate in prevocational screening. The American Journal of Occupational Therapy, 1966, 20, 91-92.

A description of the Prevocational Screening Test, a battery of tests designed to provide occupational therapists with information about a client's personal behavior in a work situation. Considered to be particularly useful in evaluating the emotionally disturbed.

Cohen, M., Evaluation concepts and problems. In Richmond Professional Institute, School of Rehabilitation Counseling, Training institute on factors in work evaluation. Richmond, Virginia: Author, 1966, pp. 8-11.

Raises questions to many of the commonly accepted concepts of evaluation and brings out many of the problems that confront the field of vocational evaluation.

Crunk, W., The implication of new legislation on client evaluation. In Richmond Professional Institute, School of Rehabilitation Counseling, Training institute on factors in work evaluation. Richmond, Virginia: Author, 1966, pp. 41-48.

A discussion of the Vocational Rehabilitation Amendments of 1965 and some of the provisions of the legislation such as increased federal funding, extended evaluation of severely disabled persons, and staff development of state agencies. Also discusses the implications of the legislation on evaluation.

Diasio, K., & Jones, M., The role of prevocational services in the rehabilitation of young adult psychiatric patients. Paper presented at the Fourth International Congress, World Federation of Occupational Therapists, London, 1966.

Describes a rehabilitation program for young adult psychiatric patients. Includes some discussion of the evaluation aspect of the program and the special considerations in evaluating the mentally ill. Case histories included as illustrations.

Friend, E., The significance of the evaluee-evaluator relationship. Rehabilitation Counseling Bulletin, 1966, 9(4), 123-126. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Discussion of the significance of the relationship between client and evaluator in terms of the evaluator's sensitivity to the client's needs and the evaluator's self awareness during the evaluation period.

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1966

Gelfand, B., The concept of reality as used in work evaluation and work adjustment. Journal of Rehabilitation, 1966, 32(6), 26-28. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Importance of a relationship between the evaluator and the client in which reality is stressed. Discusses the need for the evaluator to inform the client of his actual abilities and to point out unrealistic expectations the client may have for himself.

Goldsman, A., & McCormack, P., Laborimeter performance of intellectually normal and subnormal children during learning and retesting. Perceptual and Motor Skills, 1966, 22, 739-742.

Describes a study done with a work simulator (work sample) that involves a bimanual task of placing checker-like objects into holes in the periphery of a rotating disk. The study involved a comparison of normal and retarded youngsters that were evaluated on the work simulator.

Kyostio, O., Work tests as indicators of vocational fitness. Helsinki: Suomalainen Tiedeakatemia, 1966.

Report of an investigation where work tasks were administered to youth in the Finnish schools to determine how the basic education tasks have prognostic value for later success in work, general school success, and success in a vocation. Tasks used were reading of diagrams, draughting diagrams, forging, filing, platework, and work with machines. Contains detailed statistical results, and discussion of the outcomes of the study.

Leslie, G., Suggested guidelines for organization and operation of vocational evaluation units, draft. Hot Springs, Arkansas: Arkansas Rehabilitation Research and Training Center, 1966.

Results of a study made to provide guidelines for the organization and operation of vocational evaluation units. Defines certain terms at the outset, i.e., guidelines, vocational evaluation, and rehabilitation facility. Discusses establishing goals; organization of the unit; program of services; areas of personnel training, specialization, and qualifications of personnel; and records and reports. The appendices provide a guide for the study of the evaluation process, an example referral to an evaluation unit from a field counselor plus the client's social history.

Little, N. (Ed.), Guidelines for organization and operation of vocational evaluation units: Report No. 2 of the study committee on evaluation of vocational potential. Rehabilitation Services Series No. 67-50. Fourth Institute on Rehabilitation Services, Chicago: U.S. Department of Health Education, and Welfare, 1966.

A guide for the development of a vocational evaluation unit. Discussion is included in the following areas: organization of the evaluation unit; services necessary for providing an effective evaluation program; necessary personnel for the evaluation unit; maintenance of records; and legal management of fiscal affairs. Appendices include a guide for the study of the evaluation process and an example of a referral report form.

Lustig, P., An overview of work evaluation. In Richmond Professional Institute, School of Rehabilitation Counseling, Training institute on factors in work evaluation. Richmond, Virginia: Author, 1966, pp. 12-20.

A discussion of the importance of work evaluation, purposes and goals, and current methods of work evaluation and their underlying assumptions.

Nadolsky, J., Evaluation criteria: An essential precursor to systematic vocational evaluation. Rehabilitation Counseling Bulletin, 1966, 9(3), 89-93. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Proposes that the Dictionary of Occupational Titles occupational families be used as a constant criterion by which to judge evaluation results and to develop evaluation procedures.

Neff, W., Problems of work evaluation. Personnel and Guidance Journal, 1966. 44(7), 682-688. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

A review of the advantages and disadvantages of four approaches to work evaluation: (1) the mental testing approach (psychometrics); (2) job analysis approach; (3) work sample approach; and (4) situational assessment.

Perkins, D. (Comp.), Workshops for the handicapped: An annotated bibliography, No. 3. Los Angeles: California State College, Rehabilitation Counseling Program, 1966.

An annotated bibliography, third in a series, dealing with available literature on workshops for the handicapped. Also included are two articles; one by Paul Lustig (Sheltered Workshops: Business or Social Service Agency?), and one by Isadore Salkind (Training of Work Administrators).

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1966

Richmond Professional Institute, School of Rehabilitation Counseling, Training institute on factors in work evaluation. Richmond, Virginia: Author, 1966.

Proceedings of a training institute on factors in work evaluation. Presentations included are: Evaluation Concepts and Problems by M. Cohen, The Current Status of Vocational Evaluation and Prevocational Training Programs in the United States by S. Speiser and M. Cohen, An Overview of Work Evaluation by P. Lustig, A Review of VRA Sponsored Work Evaluation Projects by J. Campbell, and The Implication of New Legislation on Client Evaluation by W. Crunk. (Vocational Rehabilitation Administration Contract 66-21)

Robinault, I. (Comp.), References related to prevocational and vocational needs of the cerebral palsied. New York: United Cerebral Palsy Association, 1966.

An annotated bibliography on material related to prevocational assessment, vocational evaluation, counseling, and placement. Designed primarily for the reader interested in the rehabilitation of the cerebral palsied but relevant to all disabilities.

Speiser, A., Pearl, H., & Staniec, A. (Comps.), Bibliography on work evaluation in vocational rehabilitation. Syracuse, New York: Consolidated Industries of Greater Syracuse, Inc., 1966.

A bibliography compiled on the subject of work evaluation in vocational rehabilitation through approximately 1966.

Speiser, S., & Cohen, M., The current status of vocational evaluation and prevocational training programs in the United States. In Richmond Professional Institute, School of Rehabilitation Counseling, Training institute on factors in work evaluation. Richmond, Virginia: Author, 1966, pp. 1-7.

Describes results of a study (questionnaire type) which was conducted to determine the current trends and practices in vocational and prevocational programs in the United States.

Ungerleider, J., & Shadowen, P., The diagnostic and therapeutic value of work. Hospital & Community Psychiatry, 1966, 17(12), 39-41.

Describes the practice of work therapy at the Neuropsychiatric Institute in Los Angeles and notes opportunity for observation of ego-functioning of patient. Discusses the diagnostic and therapeutic values of work.

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1966

University of South Dakota, Department of Psychology, The predictive assessment of the adult retarded for social and vocational adjustments: A review of research, Part I annotated bibliography. Vermillion, South Dakota: Author, 1966.

An annotated bibliography of references pertinent to the problem of predictive assessment of the adult retarded for vocational and social adjustment. (Research and Demonstration Grant 1624-P)

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1967

Barton, E., Training material on work evaluation. Los Angeles: California State College, 1967.

Discussion of work evaluation for mentally retarded clients. Article also discusses basic concepts and principles in work evaluation, case conferences, observational and behavior rating procedures, work sample testing, report writing, and various rating scales which may be used in evaluation.

Bitter, J., Using employer job-sites in evaluation of the mentally retarded for employability. Mental Retardation, 1967, 5, 21-22.

Describes limitations of standardized tests and work samples for evaluation of the mentally retarded and the advantages and disadvantages of job-site evaluations. A job-site evaluation program at the St. Louis Jewish Employment and Vocational Service is described.

Bregman, M., The use and misuse of vocational evaluation in the counseling process. In University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, Some recent advances and research in vocational evaluation. Johnstown, Pennsylvania: Author, 1967.

Discusses the necessity for the counselor to have a clear understanding of the proper use of the evaluation process. Emphasizes that without proper understanding, the evaluation process will be misused by the counselor with results being irrelevant and inaccurate. Includes some background history of evaluation.

Campbell, J., Problems in defining work evaluation and work adjustment. In Stout State University, Vocational evaluation curriculum development workshop. Menomonie, Wisconsin: Author, 1967.

A description of the work evaluation and work adjustment units of the Vocational Guidance and Rehabilitation Service (VGRS) of Cleveland is given. Discusses the difference between the two services from a physical and conceptual standpoint, and the problems in providing clear cut definitions for each service.

Campbell, J., Work evaluation in a community evaluation center. In University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, Some recent advances and research in vocational evaluation. Johnstown, Pennsylvania: Author, 1967.

Contains a brief description of the historical background of evaluation. Discusses four approaches to assessment: mental testing, job analysis, work sample, the situational approach, and their advantages and disadvantages. Also includes script from question and answer period following the presentation.

Cobb, H., Predicting vocational adjustment in the mentally retarded. In University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, Some recent advances and research in vocational evaluation. Johnstown, Pennsylvania: Author, 1967.

A discussion on predictive evaluation and the adjustment process with mentally retarded. Lists factors by which a person is judged to be satisfactorily adjusted. Includes that which an evaluator may look to for predictive information. Cites some recent research including Parnicky's study of prediction of training and employment success based on intake testing; Taylor's study of the predictive value of initial work tests as opposed to later on-the-job evaluation. Other research on prediction also cited. Questions and answers included.

Elkin, L., Predicting productivity of trainable retardates on experimental workshop tasks. American Journal of Mental Deficiency, 1967, 71(4), 576-580.

Describes a study of the performance of institutionalized trainable retarded adults at Saskatchewan Training School on four experimental tasks -- color sorting, form sorting, hand assembly, and tool assembly. The purpose of the study was to examine three facets of employability prediction -- objectifying criteria for measuring success on the job, predicting work potential of institutionalized trainable retardates, and estimating predictive value of work samples. Research findings are included and are given separately on male and female participants.

Gable, C., Performance evaluation: A method of determining the vocational potential of patients. American Archives of Rehabilitation Therapy, 1967, 15, 5-18.

Defines and describes performance-evaluation as used in the Manual Arts Therapy Section of Bronx Veterans' Hospital. Discusses locating the vocational problem, referral to performance-evaluation, formulation of and judgements based on the performance-evaluation program, and the preparation and use of reports. Included are a glossary of terms defining manual arts therapy, performance evaluation, and performance evaluation report; rules for the performance-evaluation report; and a manual arts therapy worksheet.

Gellman, W., The principles of vocational evaluation. In Stout State University, Vocational Evaluation Curriculum Development Workshop, Menomonie, Wisconsin: 1967.

Presents principles, goals, and process of vocational evaluation. Treatment methods and techniques of vocational evaluation are also discussed.

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1967

Gill, R., Planning and equipping the vocational evaluation unit. Phoenix, Arizona: Division of Vocational Rehabilitation, 1967.

A discussion of considerations in developing, planning, and equipping a vocational evaluation unit. Includes discussion in the following areas: geographic location of the unit; location of unit within a comprehensive facility; staffing the unit; space considerations; treatment of floors, walls and ceiling; lighting and utilities; furniture; equipment and tools, storage; and safety factors.

Gill, R., Vocational evaluation unit curriculum guide. Phoenix, Arizona: Division of Vocational Rehabilitation, 1967.

A guide designed for use in the evaluation of educable mentally retarded high school students. The guide lists numerous observable behavior objectives, steps in learning behaviors, activities to acquaint students with the type of behavior and sources of information pertaining to the specific behavior.

Goodwill Industries of Chicago and Cook County, M.O.V.E.: A developmental report. Chicago: Author, 1967.

A developmental report by Goodwill Industries of Chicago and Cook County, Illinois, on the creation of the Multidimentional Objective Vocational Evaluation (M.O.V.E.) method of vocational evaluation using work tasks and paper and pencil tests. Each task in the system is keyed according to the Dictionary of Occupational Titles worker trait arrangement for determining the job skill used to perform the given work. The use of factor analysis, physical capacities, vocational interest, and task validation in the evaluation system is discussed.

Gust, T., The psychological-vocational evaluation report: Reciprocal referral responsponsibility. Rehabilitation Counseling Bulletin, 1967, 10(3), 108-111. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Discusses the responsibilities of the referring counselor and evaluating agency and presents a simplified form and method for report writing. States responsibilities of referring counselor and evaluator and need for communication between the two. Contains a sample of the evaluation report and briefly discusses each point.

Hill, R., The description of a sheltered workshop in Vermont which performs unusual and progressive contract services. In University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, Some recent advances and research in vocational evaluation. Johnstown, Pennsylvania: Author, 1967.

A description of the development and operation of a sheltered workshop which evaluates clients on the basis of "can" or "can not" do. The contract jobs used are: machine stitching, salvaging transistors, and working with solid state circuitry. Text of questions and answer period following presentation is incorporated in the presentation.

1967

Hoffman, P., As an educator sees the need to train work evaluators. In Stout State University, Vocational evaluation curriculum development workshop. Menomonie, Wisconsin: Author, 1967.

Stresses the need for expansion of professional training for vocational evaluators. Lists objectives of evaluation, various roles and functions of an evaluator, and the personal qualities an evaluator should possess. Outlines a curriculum program in vocational evaluation.

Hoffman, P., VRA activities that have meaning for work evaluators. Paper presented to Third Annual Conference of American Association of Work Evaluators, Atlanta, Georgia, May 15, 1967. Reprinted in American Archives of Rehabilitation Therapy, 1968, 16(1), 24-34.

Describes Public Law 89-333 as it relates to further services that may be provided by work evaluators. Discusses the economic considerations of the law in the following areas: determination of vocational potential, removal of financial needs requirements, training provisions, grants for innovation, funding for rehabilitation facilities, workshop improvements, research, demonstration and training. A number of specific research and demonstration projects, special education programs, and technological advances that have been funded under PL 89-333 are outlined.

Institute for the Crippled and Disabled, The job sample in vocational evaluation, final report. New York: Author, 1967.

A report on the development and validity of the TOWER System conducted by the Institute for the Crippled and Disabled, New York. Report contains origin of TOWER System, research design, factor analysis of predictors and intermediate criteria and the validity of the TOWER job sample, both for competitive employment and workshop performance. Appendices include results of study from information received from cooperating centers, and detailed statistical data. (Research and Demonstration Grant 561, PB-197214)

Institute for the Crippled & Disabled, TOWER, testing, orientation and work evaluation in rehabilitation. New York: Author, 1967.

Presents history and development of the TOWER System from the Institute for the Crippled and Disabled and also of the general field of evaluation. Defines approaches to evaluation including job analysis, situational approach, and work sample approach. Also discusses guidelines for the TOWER System, role and qualifications of work evaluators, administration of TOWER System, judging client performance, and planning for the physical facilities of an evaluation unit.

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1967

Jewish Employment and Vocational Service, A work adjustment center for older disabled workers. Philadelphia: Author, 1967.

Final report of a VRA project conducted by the Philadelphia Jewish Employment and Vocational Service which provided work adjustment and vocational evaluation for disabled older persons. The vocational evaluation system consisted of initial case history and psychological testing at intake and vocational evaluation using work samples and workshop activities. Includes implications, summary and conclusions. (Research and Demonstration Grant 874)

Jewish Vocational Service, A work therapy research center, Monograph No. 7. Chicago: Author, 1967.

A final report of a project designed to show the value of extended work as therapy in the vocational and social adjustment of chronically ill, chronically institutionalized mental patients. Describes the workshop setting and evaluators' techniques utilized including sub-contracts, packaging, packing, stock handling, messengers, work assembly and clerical work. Detailed follow-up study of clients and copies of evaluation scales included. (Research and Demonstration Grant 641)

Kidd, J., A job readiness evaluation check list. Exceptional Children, 1967, 33, 581-583.

Describes and illustrates a short, concise, non-copyrighted evaluation check list developed by the Special School District of St. Louis County, Missouri. The form incorporates, in a five-point scale, the personal characteristics from A Guide to Jobs for the Mentally Retarded. Additional characteristics of the successful job holder were incorporated from the experiences of job placement consultants. A complete sample of the form is included with the article.

Lawrence, C., & Vescovi, G., Deaf adults in New England. Boston: New England Rehabilitation for Work Center of Morgan Memorial, Inc., 1967.

Final report of a project designed to provide educational, social, rehabilitation, and psychological services for deaf adults. Describes problems in evaluation of the deaf, specifically with work samples, and lists psychometric instruments used. (Research and Demonstration Grant 1576-S)

Neuhaus, E., Training the mentally retarded for competitive employment. Exceptional Children, 1967, 33, 625-628.

Describes a three-year project carried out at Abilities, Inc. Purpose of the research was to determine the feasibility of employing educable retarded adults in a competitive work setting after appropriate vocational training and evaluation. Retarded group results are compared to non-retarded group results. States areas of qualitative evaluation and findings of the study.

Pimentel, A., The TOWER System as a vocational test for the deaf client. Journal of Rehabilitation of the Deaf, 1967, 1(1), 26-31.

Discusses the ineffectiveness of standardized tests and the "job tryout method" to predict vocational potential of the deaf client. The job sample method as used in the TOWER System is seen as a more valuable predictor when assessing the vocational potential of the deaf client.

Rosenberg, B., Role of the evaluator in a rehabilitation center. In Stout State University, Vocational evaluation curriculum development workshop. Menomonie, Wisconsin: Author, 1967.

Objectives and development of a vocational evaluation unit are discussed. Lists qualities which an evaluator should possess. Some discussion of the Institute for the Crippled and Disabled's TOWER System.

Rusalem, H., Baxt, R., & Barshop, I., The vocational rehabilitation of neighborhood-bound older disabled persons: A program guide. New York: Federation Employment and Guidance Service, 1967.

Part III of a three-part report of a project which established neighborhood rehabilitation programs in cooperation with a central based center to offer evaluation and rehabilitation to older clients - mobile, home-bound or institutionalized. Services included intake, workshop and psychological evaluations, counseling, long-term workshop employment, and follow-up. Included in the report: considerations in selecting a neighborhood for such a facility, intake and evaluation procedures, adjustment and training, administrative considerations including staffing, and special values of such a program. (Research and Development Grant 903-P)

Siftar, A., Bibliography: Prevocational evaluation. Minneapolis: Author, 1967.

An unannotated bibliography concerned with prevocational evaluation and areas relating to prevocational evaluation.

Speiser, A., The role of the evaluator in a sheltered workshop. In Stout State University, Vocational evaluation curriculum development workshop. Menomonie, Wisconsin: Author, 1967.

A presentation of the roles and functions an evaluator may play in the course of his work. Some discussion of evaluation techniques including work sampling, psychometrics, and real work.

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1967

Springfield Goodwill Industries, Inc., Establishment of a vocational evaluation - work adjustment unit, final report. Springfield, Massachusetts: Author, 1967.

Report of a research and demonstration project carried on at Springfield Goodwill Industries. Purpose of the project was to design evaluation procedure for the severely disabled, mentally retarded, and emotionally disturbed and present findings in such a way so as to enable personnel to efficiently plan and initiate work evaluation and work adjustment programs. Included is a description of the project, detailed description of work samples utilized including sorting, packaging and assembly, collating, sewing, and measuring. Also contains description of job training in the areas of shoe repair, small and large electrical appliance repair, furniture repair, television repair, switchboard operator, laundry work, upholstery, sewing machine, spray painting. Outcomes and implications for the project are discussed in reference to clients served and value of established procedures. (Research and Demonstration Grant 873)

Steiner, W., Determining the levels of vocational capability and evaluating job potential. In University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, Some recent advances and research in vocational evaluation. Johnstown, Pennsylvania: Author, 1967.

Presents a brief history of the development of the vocational evaluation unit at the Pennsylvania Rehabilitation Center. Discusses the present operation of the facility. Includes a model chart showing the process of vocational evaluation. Text of question and answer period following the presentation is included.

Stout State University, Vocational evaluation curriculum development workshop. Menomonie, Wisconsin: Author, 1967.

Proceedings of a workshop conducted at Stout State University in 1967 to plan a graduate program in vocational evaluation. Included are papers presented by Campbell (Problems in Defining Work Evaluation and Work Adjustment), Rosenberg (Role of the Evaluator in a Rehabilitation Center), Speiser (The Role of the Evaluator in a Sheltered Workshop), Gellman (The Principles of Vocational Evaluation), Hoffman (As An Educator Sees the Need to Train Work Evaluators), and Whitten (Activities of VRA That Have Meaning for Vocational Evaluators).

Stubbins, J., & Hadley, R. (Comps.), Workshops for the handicapped: An annotated bibliography - No. 4. Los Angeles: Rehabilitation Counseling Program, California State College, 1967.

Fourth issue in a series of annotated bibliographies. Materials covered in this issue are for the period 1966-1967 and pertain to work experience programs for handicapped persons.

1967

University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, Some recent advances and research in vocational evaluation. Johnstown, Pennsylvania: Author, 1967.

Contains papers presented at a seminar conducted to train rehabilitation personnel in procedures, theories, and aims of work evaluation. Included are papers presented by Bregman (The Use and Misuse of Vocational Evaluation in the Counseling Process), Cobb (Predicting Vocational Adjustment in the Mentally Retarded), Campbell (Work Evaluation in a Community Evaluation Center), Hill (The Description of a Sheltered Workshop in Vermont Which Performs Unusual and Progressive Contract Services), and Steiner (Determining the Levels of Vocational Capability and Evaluating Job Potential). Also included is a description of tests used at the Rehabilitation Center at Johnstown.

Walker, R., Vocational evaluation and training. In G. Leslie (Ed.), Supportive personnel in rehabilitation centers: Current practices and future needs. Association of Rehabilitation Centers, 1967.

Defines vocational evaluation and training as used by Minneapolis Rehabilitation Center. Uses figures from several statistical studies to show low number of supportive personnel being used in evaluation and training. Describes a vocational evaluation and training program which can accommodate support personnel and gives examples of how support personnel can be used.

Whitten, E., Activities of VRA that have meaning for vocational evaluation. In Stout State University, Vocational evaluation curriculum development workshop. Menomonie, Wisconsin: Author, 1967.

Reviews federal legislation through 1968 as it pertains to vocational rehabilitation and sheltered workshops and talks of the future of the rehabilitation movement.

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1968

Anderson, A., Real work. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(2), 2-5.

Discussion of the merits of the real work evaluation technique as performed within the confines of the facility. Limitations of work samples (which the author defines as simulated tasks) are also discussed. Case studies to illustrate points are included.

Ayers, G., (Ed.), Assessing the vocational potential of the socially handicapped. Proceedings of the Vocational Evaluation and Work Adjustment Association Sectional Meeting, NRA, St. Louis, Missouri, April, 1968.

A compilation of four papers presented at a conference of the National Rehabilitation Association. Covers the evaluation of four socially handicapped types: the alcoholic, patients in a maximum security hospital, the culturally disadvantaged, and the schizophrenic. Articles and authors included: Weir (Assessing the Vocational Potential of the Alcoholic), Bryer (Evaluation of the Hospitalized Schizophrenic), Stensland (Techniques in Assessing the Vocational Potential of the Culturally Disadvantaged), and Hamlin (Evaluating the Vocational Potential of the Socially Handicapped in a Maximum Security Hospital).

Bell, F., Evaluation in epilepsy. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(1), 7.

Use of work as a means of realistically pointing out to an epileptic his inability to perform on a certain type of job is discussed. Allows the client to come to the realization himself that a certain occupation is not feasible in terms of his disability.

Blackman, L., & Siperstein, G., Job analysis and the vocational evaluation of the mentally retarded. Rehabilitation Literature, 1968, 29, 103-105. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Notes the limitations in predicting vocational success for the mentally retarded by using standardized testing instruments. Discusses the merits of the work sample and particularly the job analysis technique as more direct and valid methods of measuring vocational potential.

Bregman, M., The use and misuse of vocational evaluation in the counseling process. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(2), 6-8.

Discusses the necessity for the counselor to have a clear understanding of the proper use of the evaluation process. Emphasizes that without proper understanding, the evaluation process will be misused by the counselor with results being irrelevant and inaccurate.

Bryer, S., Evaluation of the hospitalized schizophrenic. In G. Ayers (Ed.), Assessing the vocational potential of the socially handicapped. Proceedings of the Vocational Evaluation and Work Adjustment Association Sectional Meeting, NRA, St. Louis, Missouri, April, 1968.

Discusses difficulty of predicting vocational behavior in the rehabilitation of the hospitalized schizophrenic. Suggests an overhaul of evaluation system, with particular emphasis on client-counselor relationship.

Clawson, L., A study of the Clawson Worksample Tests for measuring the manual dexterity of the blind. New Outlook for the Blind, 1968, 62, 182-187.

Limitations, vocational placement, and testing instruments in evaluating the manual skill of the blind are considered. Describes the worksamples that make up the Clawson Worksample Tests. Notes advantages and disadvantages of worksample approach. Results of a study of Clawson Worksample Test reveal worksamples can be standardized and objective.

Elkin, L., Predicting performance of the mentally retarded on sheltered workshops and non-institutional jobs. American Journal of Mental Deficiency, 1968, 72, 533-539.

Study supported a hypothesis that a "general ability" factor, encompassing intellectual and psychomotor skills, was related to job performance. Educable mentally retarded clients were evaluated in a sheltered workshop and on non-institutional jobs in various locations in Saskatchewan, Canada. Tasks used were color sorting, form sorting, and hand assembly. Two scales were used to measure performance -- a job evaluation scale for expected performance and a work assessment scale as a measure of observed performance. Difficulties encountered and findings of the study are discussed.

Ethridge, D., Pre-vocational assessment of rehabilitation potential of psychiatric patients. The American Journal of Occupational Therapy, 1968, 22(3), 161-167.

Description of a hospital evaluation program for psychiatric patients and development of a rating scale form for measuring rehabilitation potential. Reports correlations between rating scale results and successful rehabilitation.

Friedman, S., Real work? Simulated work? The middle of the road. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(3), 3-5.

Discussion of the controversy on defining the difference between "real work" and "simulated work" (work samples). Explains some of the evaluation techniques used at Chicago Jewish Vocational Service.

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1968

Gellman, W., The principles of vocational evaluation. In Stout State University, Vocational evaluation curriculum development workshop. Menomonie, Wisconsin: Author, 1967. Reprinted in Rehabilitation Literature, 1968, 29(4), 98-102. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Presents principles, goals, and process of vocational evaluation. Treatment methods and techniques of vocational evaluation are also discussed.

Hamlin, D., Evaluating the vocational potential of the socially handicapped in a maximum security hospital. In G. Ayers, (Ed.), Assessing the vocational potential of the socially handicapped, Proceedings of the Vocational Evaluation and Work Adjustment Association Sectional Meeting, NRA, St. Louis, Missouri, April, 1968.

Describes program in which emphasis is on security, human care, treatment, rehabilitation and research, testing and evaluation in a maximum security hospital setting.

Jewish Employment and Vocational Service, Work samples: Signposts on the road to occupational choice. Philadelphia: Author, 1968.

A final report of an experimental and demonstration (E&D) project carried on at Jewish Employment and Vocational Service (JEVS), Philadelphia, in cooperation with the Pennsylvania State Employment Service. The project purpose was to develop and explore the usefulness of a work sample program, particularly with the disadvantaged. Included in the project: a discussion of the evaluation of the capabilities of the disadvantaged; a description of the JEVS work sample procedure including administration, observation, and scoring statistical findings; summary and conclusions. Appendix includes a bibliography of the evaluation of the disadvantaged, case studies, description of the work samples in the battery, work samples and related worker trait arrangements, work evaluation center, rules for the client, and sample rating forms for work behavior and work sample performance. (Manpower Administration Contract 82-40-67-40)

Krantz, G., Theory of employability: Criterion, vocational evaluation, and work adjustment training. Paper presented at Stout State University, Menomonie, Wisconsin: 1968. Also presented as a speech at the National Rehabilitation Association Conference in San Diego, September, 1970, under the title, Employability, its nature, measurement, and improvement.

Indicates need for a clear theory of employability in order that the technologies of vocational evaluation and work adjustment can be properly developed. Indicates need for a clear theory for employability as it relates to criterion, vocational evaluation, and work adjustment training. Discusses some present attempts at developing a theory of employability including the "critical incident" technique.

Lustig, P., Evaluating the evaluation. In M. Cohen & N. Thisse (Eds.), The sheltered workshop. Boston: Massachusetts State Association of Sheltered Workshops and Homebound Programs, 1968, 65-84.

An examination of the following aspects of the process of evaluation: evaluator's questions, gathering of data, data and conclusions, and use of conclusions. Contains a series of questions and answers on the subject of the length of the evaluation period, the psychological report, and impressions and conclusions reached at the outset of evaluation.

Marchman, R., Mobile work laboratory. Atlanta: Atlanta Employment Evaluation and Service Center, 1968. Also appears as a summary article entitled, A mobile work laboratory in Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(2), 6-8.

Description of a mobile work evaluation laboratory operated by the Georgia State Department of Education. Laboratory is designed using a modified TOWER System. Included in the publication are: floor plans of the mobile unit, specifications, furnishing, office equipment, expendable items needed, and cost estimates for establishing such a unit. Work samples used are: food service, nursing, cosmetology, barbering, sewing, clerical, woodworking, mechanical, metal work, and custodial work.

Match, E., (Comp.), Bibliography of vocational rehabilitation with emphasis on work evaluation. Johnstown, Pennsylvania: University of Pennsylvania, Research and Training Center in Vocational Rehabilitation, 1968.

A bibliography of materials published from 1957 to 1967 relating to vocational assessment. Some entries are annotated.

Messenger, S., A stimulating work setting. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(2), 14.

Discussion of the importance of creating a stimulating work setting and its positive effect upon client performance. Author feels that evaluation area designers should borrow concepts from the field of industrial psychology such as utilization of colors and music.

Miller, B., Vocational rehabilitation in a rural community. San Luis Obispo, California: Achievement House, Inc., 1968.

The final report of a project conducted by Achievement House, Inc. Contains an overview of the development of Achievement House activities prior to the project; the general plans of the project; the work samples used in the evaluation and training which include greenhouse nursery stock operations, furniture refinishing, office practices, arts and crafts, fishing jigs, and self-inking stamp assembly; and results of the project. (Research and Demonstration Grant 1259-G-65-C-1)

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1968

Miller, M., Work evaluation manual for Goodwill Industries. Washington: Goodwill Industries of America, Inc., 1968.

A manual of methods and procedures for work evaluation in Goodwill Industries. Contains information in the following areas: starting a work evaluation program including organization and financing, physical arrangements, length of evaluation period, and qualifications for evaluators. Also covers psychological testing admission process; work evaluation methods including work samples, work tryouts, trial employment; and report writing. Appendix includes details on clerical job samples, light industrial job samples, semi-skilled job samples, and janitor-maid samples. Examples of evaluation forms included. (This publication is a revision of the 1959 version of Manual for Establishment of a Work Evaluation Program Within a Sheltered Workshop Setting.)

Neff, W., The assessment of work potential. In Work and human behavior. New York: Atherton Press, 1968, pp. 169-182.

A discussion of different methods or approaches to work evaluation including a brief history of the development and need for evaluation. Methods defined are the mental testing approach, job analysis approach, work sample approach and the situational approach.

Overs, R., Scientific observation in work evaluation. American Journal of Occupational Therapy, 1968, 22(6), 530-533.

Points out that methods and techniques of scientific observation can be applied to observation of client behavior. Defines goals and describes the scope of observation, the problem of observing behavioral events, and the use of time sampling plan of routine behavior. Discusses the problem of discriminating between observed behavior and inferred attitudes. Discusses the synthesis of information from many sources regarding the client.

Overs, R., & Day, V., Follow-up 81. Milwaukee Media for Rehabilitation Research Reports, Number 6. Milwaukee: Curative Workshop of Milwaukee, 1968.

Report of a follow-up study on the occupational choice and job adjustment of 81 clients who had completed evaluation at the Curative Workshop of Milwaukee. Describes characteristics of client population. Jobs which clients entered were ranked according to Dictionary of Occupational Titles classifications. Suggestions for development of evaluation procedures included were based on the job choices of the clients and the evaluation methods which were utilized. Emphasizes need for more scientifically developed job samples and utilization of psychological measurement methodology for standardizing job samples.

Overs, R., & Trotter, A. (Eds.), The theory of job sample tasks. Milwaukee Media for Rehabilitation Research Reports, No. 2. Milwaukee: Curative Workshop of Milwaukee, 1968.

A basic orientation to the theory, development and current status of work samples. Discusses the following: the difference between actual job sample tasks and simulated job sample tasks, job task construction, assessment with paper and pencil tests, norming job samples, reliability of job samples, validity of job samples.

Rosenberg, B., Industrial demands and evaluation. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(4), 7-10.

Lack of proper work sample development which results in unsatisfactory work samples and thus invalid evaluation results is discussed. Emphasizes that industrial demands of actual work must be considered in the development of work samples.

Spergel, P., & Leshner, S., Vocational assessment through work sampling. Journal of Jewish Communal Service, 1968, 44, 225-229.

Describes the work sample battery used by the Philadelphia Jewish Employment and Vocational Service. Discusses their administration, observation and scoring. Notes that work samples are reality-oriented and provide for better observation of basic employment behavior.

Stensland, R., Techniques in assessing the vocational potential of the culturally disadvantaged. In G. Ayers (Ed.), Assessing the vocational potential of the socially handicapped, Proceedings of the Vocational Evaluation and Work Adjustment Association Sectional Meeting, NRA, St. Louis, Missouri, April, 1968.

States some of the characteristics of the culturally deprived. Discusses the approaches developed in the Minneapolis Rehabilitation Center with emphasis on assessment techniques and use of the workshop.

Stensland, R., Why work? A reply. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(2), 12-13.

Supports the medium of work as a means of evaluating a client's vocational strengths and weaknesses. Indicates the advantages of work evaluation.

Stubbins, J., & Noll, E. (Comps.), Workshops for the handicapped: An annotated bibliography, No. 5. Los Angeles: Rehabilitation Counseling Program, California State College, 1968.

The fifth edition of an annotated bibliography covering literature from July of 1967 through June of 1968 relating to a variety of work experience programs for the handicapped. Also includes items published earlier that have not been included in previous editions.

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1968

University of California at Los Angeles, Division of Rehabilitation, Neuromuscular responses and work samples as predictors of job performance. Los Angeles: Author, 1968.

A study to develop a battery of job samples which would predict the job performance of employees working in assembly or light machine occupations. The study had four basic hypotheses: (1) that "stresses" imposed by the tests on the subjects could be measured in terms of muscular tension; (2) that the tests and job samples would have high measurement accuracy and reliability; (3) that a "capability profile" could be selected and a single group of tests would be capable of predicting actual job performance; (4) that tests within the "capability profile" could predict what types of disabled subjects would fall into the low productivity category. (Research and Demonstration Grant 1990-M)

University of Maryland, Department of Industrial Education, Collating in sheltered workshops, Technical Bulletin No. 2. College Park, Maryland: Regional Rehabilitation Research Institute, University of Maryland, 1968.

Details the advantages and disadvantages of various methods of collating. Contains information on more efficient means of collating, physical surroundings needed for collating, collating with machines and rack and paper receiver, and methods of bidding for collating jobs.

Villemarette, J., The many dimensions of voc eval. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(4), 11-13.

An explanation of the theory of vocational evaluation, its problems, and its future. Lists aspects of the role and purpose of evaluation.

Walker, R., Simulated tasks. Vocational Evaluation and Work Adjustment Bulletin, 1968, 1(1), 3-6.

Describes the use of simulated tasks (work samples) at the Minneapolis Rehabilitation Center and the advantages and flexibility of the tasks. Gives examples of situations within the facility where simulated work may be especially useful.

Wier, W., Assessing the vocational potential of the alcoholic. In G. Ayers (Ed.), Assessing the vocational potential of the socially handicapped. Proceedings of the Vocational Evaluation and Work Adjustment Association Sectional Meeting, NRA, St. Louis, Missouri, April, 1968.

States need for eliminating common fallacies of alcoholism. Describes the comprehensive multidisciplinary approach at the North Dakota Rehabilitation Program for Alcoholics. Discusses the five units of the program, with particular emphasis on the De-toxification Center and the Residential Rehabilitation Facility.

Wright, G., & Trotter, A., Evaluating the vocational potential of the retarded. In Rehabilitation Research. Madison: University of Wisconsin, 1968, pp. 146-154.

A description of a four-year project at the Edward R. Johnstone Training and Research Center in Bordentown, New Jersey, to develop evaluation techniques for the retarded. The project had two major objectives: to develop within a residential evaluation setting a framework to predict performance in a particular program phase from any preceding phase, and to assess the effects of controlled variations on the vocational adjustment of clients. The following phases of the program were evaluated as to their effectiveness and correlations are presented: vocational evaluation, psychological evaluation, vocational interest, vocational training, group counseling, and vocational placement.

Wright, G., & Trotter, A., Prevocational evaluation in a general hospital and in a rehabilitation center. In Rehabilitation Research. Madison: University of Wisconsin, 1968, pp. 480-483.

Discusses study designed to examine the usefulness of a prevocational unit in a hospital setting. Studies were conducted at Bellevue Hospital and at the New York University Medical Center. States aims of unit, procedure and results of the study.

Wright, G., & Trotter, A., Procedures for evaluating the vocational potential of the cerebral palsied. In Rehabilitation Research. Madison: University of Wisconsin, 1968, pp. 29-40.

Report of a five-year study at the Institute for the Crippled and Disabled, New York, for the evaluation of cerebral palsied clients. The project was designed to accomplish three major goals: to establish a standardized operating procedure for a work setting in which the cerebral palsied could be evaluated, to identify a practical method for meeting vocational needs of clients, and to develop a work classification system based on the clients' performance in a work setting. A list of the work samples used is included: sorting and packaging, inspection work, service occupations, clerical work, and basic tools and equipment use.

Wright, G., & Trotter, A., Rehabilitation Research. Madison: University of Wisconsin, 1968.

A publication containing articles pertaining to research in all areas of rehabilitation. Included are the following articles pertaining to the evaluation area: Procedures of Vocational Potential of the Cerebral Palsied, Evaluating the Vocational Potential of the Retarded, The Evaluation of Intellectual and Other Abilities of the Retarded, Prevocational Evaluation in a General Hospital and in a Rehabilitation Center, and The Use of Job Samples to Evaluate Vocational Ability.

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1968

Wright, G., & Trotter, A., The evaluation of intellectual and other abilities of the retarded. in Rehabilitation Research, Madison: University of Wisconsin, 1968, pp. 154-161.

A study done at the University of Washington to measure different types of abilities and to provide a reliable basis for assessing behavioral adequacy in mentally retarded young adults. The study utilized intelligence tests, dexterity, personality tests, and a work evaluation scale to predict behavior in the areas of work adequacy, psychological disability and physical disability. Behavior prediction with life history information was also analyzed.

Wright, G., & Trotter, A., The use of job samples to evaluate vocational ability. In Rehabilitation Research. Madison: University of Wisconsin, 1968, pp. 483-487.

A report of a study conducted by the VGRS over a seven-year period. The purpose of the study was to establish reliability and validity in the use of job samples which were collected from industries in the Cleveland area. Job samples were used from four areas: assembly tasks, sorting tasks, clerical tasks, and wood and metal working. Results of follow-up studies included.

1969

Affleck, P., DeCapot, F., & Szufnarowski, J. (Eds.), Proceedings of short term training institute on work adjustment-vocational evaluation services. Hyannis, Massachusetts: Massachusetts and Connecticut Associations of Sheltered Workshops and Homebound Programs, 1969.

A compilation of presentations from the above training institute. Included are the following presentations and their authors: Beard (Utilizing Competitive Industry for Vocational Evaluation and Work Adjustment), Rosenberg (Vocational Evaluation Through the TOWER System), and Barnes (Work Adjustment and Vocational Evaluation Foundations for the Rehabilitation Process).

Barnes, R., Work adjustment and vocational evaluation foundations for the rehabilitation process. In P. Affleck, F. DeCapot, & J. Szufnarowski (Eds.), Proceedings of short term training institute on work adjustment-vocational evaluation services. Hyannis, Massachusetts: Massachusetts and Connecticut Associations of Sheltered Workshops and Homebound Programs, 1969.

A discussion of the psychological needs met in work and the implications for rehabilitation facility teams, "work power" of workshops, and vocational evaluation and work adjustment as foundations for the rehabilitation process.

Beard, J., Utilizing competitive industry for vocational evaluation and work adjustment. In P. Affleck, F. DeCapot, & J. Szufnarowski (Eds.), Proceedings of short term training institute on work adjustment-vocational evaluation services. Hyannis, Massachusetts: Massachusetts and Connecticut Association of Sheltered Workshops and Homebound Programs, 1969.

Report of the activities provided by Fountain House in New York which is a transitional employment program of evaluation in actual on-the-job experiences. Vocationally disabled persons, primarily psychiatrically handicapped, are placed in positions in private enterprise under supervision of an employee of Fountain House. Placements are individual and group in a variety of types of business. Discusses the growth of the program since its origin in 1958 and the special considerations of such a type of facility. (Rehabilitation Services Administration Grant 768-T-69)

Brainerd State Hospital, Cooperative Vocational Rehabilitation Program, Prevocational Evaluation. In Brainerd State Hospital, Procedures manual for habilitation of the mentally retarded. Brainerd, Minnesota: Author, 1969

An introduction to the procedures used at Brainerd State Hospital in the prevocational evaluation unit. Includes the unit objectives, staff and resources (standardized tests, work samples, and job training sights). Contains copies of the evaluation report forms and rating scales used in the evaluation unit.

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1969

Bregman, M., Organization and administration of the vocational rehabilitation center work evaluation program. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 73-79.

Describes evaluation system, utilization of work samples, and simulated work activities of the Vocational Rehabilitation Center of Allegheny County, Pennsylvania. Approaches evaluation as the diagnostic phase of rehabilitation.

Bregman, M., Some common components in vocational evaluation. Paper presented at the National Rehabilitation Association Annual Conference, New York, November, 1969.

Discusses theory, need for, and history of vocational evaluation. Presents commonalities and problems in existing evaluation programs such as level of evaluator training, amount of time spent in evaluation, and utility of evaluation in regard to different types of clientele.

Button, W., et. al., A conceptual framework for the analysis of work behavior in sheltered workshops. Studies in Behavior and Rehabilitation No. 1. Ithaca, New York: Cornell Region II Rehabilitation Research Institute, Cornell University, 1969.

Describes a basic system for researching the work behavior of clients in a sheltered workshop. The following areas are included: review of research in organizational behavior, and basic concepts and variables in behavior. A method of observing work behavior and recording significant work behavior is outlined. (Research and Demonstration Grant 2075-G)

Chaffin, J., Production rate as a variable in the job success or failure of educable mentally retarded adolescents. Exceptional Children, 1969, 35, 533-538.

Discussion of a study conducted in two school districts in Kansas with educable retarded high school students in work sample experiences. Study investigated the importance of production rate of mentally retarded clients as an influencing factor in their employment success. Two separate experiments were conducted in the study; the first to compare production rates of ten pairs of clients (ten successful and ten unsuccessful). The second experiment involved increasing production rate of the unsuccessful group and descreasing production rate of successful clients.

Church, R., & Barnes, R., Funding for work evaluation units and purchase of work evaluation services. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 111-118.

Provides specific reference data on funding of vocational evaluation units and purchase of services. Details legislation which provides for funding purposes.

Clark, D., Evaluation: A psychologist's view. Vocational Evaluation and Work Adjustment Bulletin, 1969, 2(2), 3-6.

Need for research in the field of vocational rehabilitation is discussed. Necessity of feedback and publication of research results so that practitioners may use this information is stressed.

Coffey, D., The Dictionary of Occupational Titles in work sample development. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, Menomonie, Wisconsin: 1969, 1(6).

Describes the Dictionary of Occupational Titles and discusses its utilization in the more scientific preparation and development of job samples.

Cooperative Educational Services Agency, Pre-vocational assessment laboratory. Gillett, Wisconsin: Author, 1969.

A manual of work samples to evaluate and train mentally retarded high school students in a mobile evaluation laboratory. The work samples described in the manual include: stocking and sorting, assembly and packaging, mail sorting, alphabet card filing, sewing, hand tool use, tire repair, bike repair, adding machine, phone use, typing, drill press, cleaning clothes, ironing, engine assembly, electrical repair work, cash register, weight and pricing, petty cash, table setting, restaurant, serving, time and operation, and fly tying.

Cornwell, E., Vocational evaluation laboratory. Beaumont, Virginia: Virginia Department of Vocational Rehabilitation, 1969.

A description of the vocational evaluation laboratory at the Beaumont School for Boys, Beaumont, Virginia. Inciudes outline of evaluation procedures for 11 evaluation areas: automobile mechanics, barber, bricklaying, drafting, electricity, radio and TV repair, soldering, food service, plumbing, social-psychological, tailoring, welding, and woodwork. Each procedure includes brief statement of the job, personal requirements, psychological tests applicable, and applicable work samples.

Coun, R., Work evaluation techniques as employed in a workshop setting for the emotionally disabled. Paper presented at the Problem Clinic: Work Evaluation Techniques for the Mentally Handicapped, Institute for the Crippled and Disabled, New York, March, 1969.

A description of a work evaluation program employing job samples and sub-contract work techniques at Jewish Vocational Service, Newark. Advantages and limitations of work evaluation are discussed as is counseling as in important adjunct to the evaluation process.

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1969

Czerwionka, J., & Birch, J. (Eds.), Abstracts of articles on assessment and the socially handicapped. Pittsburgh: University of Pittsburgh, 1969, 1(1).

A volume of abstracts from professional literature from 1964 to 1969 on assessment and the socially handicapped. Includes a key term index with the abstracts to refer readers to specific topics.

Dunn, D., Decision-making in work evaluation. Unpublished manuscript, Stout State University, 1969.

An examination of decision making processes that involve the work evaluator functioning in a situation where he has control over the information gathering procedures. The article includes information on elements of decision making, decision strategies, test information and decision making, and the implications decision making has for the work evaluator.

Egerman, K., & Gilbert, J., The work evaluator. Journal of Rehabilitation, 1969, 35(3), 12-14.

Reports a broad survey made among work evaluators in which information was gained concerning their work habits and work activities, plus their evaluations of themselves and their field. Results are listed along with conclusions drawn.

Feldman, R., & Mordock, J., A cognitive process approach to evaluating vocational potential in the retarded and emotionally disturbed, part II. Rehabilitation Counseling Bulletin, 1969, 12, 195-203.

Describes and discusses the Devereaux Cognitive Process Study (DCPS) designed to examine cognitive functioning of emotionally disturbed and retarded clients in relation to vocational potential. DCPS uses physical stimuli under problem conditions to rate client on work tempo, ability to profit from experience, decision making, and other factors considered desirable in work situations. Part I of this article appears in Rehabilitation Counseling Bulletin, 1962, 12, 136-143, under authorship of Mordock, J., & Feldman, R.

Friend, E., Establishing an evaluation unit. Vocational Evaluation and Work Adjustment Bulletin, 1969, 11(1), 9-10.

Discusses purposes of vocational evaluation, and states some general guidelines in the development of work samples.

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1969

Genskow, J., Evaluation process. Paper presented at the spring meeting of the Illinois Rehabilitation Association, May, 1969.

Discusses the process of evaluation in general and as practiced at the Decatur, Illinois Evaluation Center (DEC). Discusses the goals of evaluation from the viewpoint of both counselor and client; and advantages and disadvantages of four major methods of evaluation -- psychological testing, production performance, work samples, and on-the-job evaluation which are incorporated into the evaluation program at DEC.

Goldstein, H., Research design and execution. Vocational Evaluation and Work Adjustment Bulletin, 1969, 11(1), 5-8.

Discusses research design and execution intended to determine validity and reliability of evaluation technique. Reports on the predictive value of rating scales used at MacDonald Training Center, Jewish Vocational Service - Chicago, and the Delgado Rehabilitation Center.

Gordon, J., Testing, counseling and supportive services for disadvantaged youth. Ann Arbor, Michigan: University of Michigan, Institute of Labor and Industrial Relations, 1969.

A compilation of results funded under the Manpower Development Training Act (MDTA), Experimental and Demonstration (E&D) projects. Describes results on assessment counseling and supportive services for disadvantaged youth. Assessment section deals with psychometric tests used, trainee responses to testing, preparing clients for testing, use of tests and test results, test and re-test results, test-retest uses, test findings, validity of tests, clinical assessment, work experience ratings, description of work sample evaluation programs, self-assessment and training in taking tests for employment.

Hardy, R., & Cull, J., Standards in evaluation. Vocational Evaluation and Work Adjustment Bulletin, 1969, 11(1), 11-13.

Emphasizes that evaluators must maintain high standards in evaluation procedures in order to live up to the obligation of recent rehabilitation legislation. Discusses various evaluator duties and functions and many things that an evaluator should think about and be aware of during the evaluation process.

Hinrichs, J., Comparisons of "real life" assessments of management potential with situational exercises, paper-and-pencil ability tests, and personality inventories. Journal of Applied Psychology, 1969, 53, 425-432.

A study to determine the degree to which a two-day evaluation using a situational test could predict for management potential. Situational test involved placing the testee in a position where he had to perform on management and administrative type tasks. Factors rated through the situational test included aggressiveness, persuasiveness, oral communication, self-confidence, risk taking.

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1969

Hoffman, P., Evaluation of performance. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1969, 1(3).

Discusses work performance as a sum of the variables of capacity, effort, appropriateness of effort, and environment. Presents the variables in a formula form.

Hoffman, P., Preparation of a manual for a work sample. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1969, 1(9).

Discusses factors in developing a manual for work samples. Describes sections to be included in the manual. Emphasizes need for clarity of instructions for administration of a work sample.

Hoffman, P., Utilization of work evaluation. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1969, 1(8).

Points out information which may be gained about the client through the work evaluation process. Discusses intellectual level of functioning, client's interests, client's reaction to various tasks, work habits, and personality.

Hoffman, P., Work evaluation. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1969, 1(4).

Part I from a speech on work evaluation presented to the Texas Division of Vocational Rehabilitation at Houston, Texas. Discusses theory of work evaluation and presents several different definitions. Differentiates between work evaluation and other techniques of vocational evaluation such as psychometrics.

Hoffman, P., Work evaluation. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1969, 1(5).

Part II from a speech on work evaluation presented to the Texas Division of Vocational Rehabilitation at Houston, Texas. Discusses and defines work evaluation within the framework of work task, work situation, and work environment.

1969

Hoffman, P., Work evaluation & work adjustment. In P. Affleck, F. DeCapot, & J. Szufnarowski (Eds.), Proceedings of Short Term Training Institute on Work Adjustment-Vocational Evaluation Services. Hyannis, Massachusetts: Massachusetts and Connecticut Associations of Sheltered Workshops and Homebound Programs, 1969.

Discusses work evaluation and work adjustment as separate but related techniques. Defines vocational evaluation and work evaluation. Specific techniques of work evaluation and their advantages and disadvantages are presented including work samples, situational work, and job analysis. Psychometric testing merits and limitations are also included. Relates work task, work situation, and work environment to the concepts of work evaluation and work adjustment. Contains information on staffing and refers to the many types of individual vocational backgrounds and knowledges which may contribute to the evaluation process.

Holbert, W., & Brown, D., The development of a systematic evaluation of the Atlanta employment evaluation and service center, interim report. Atlanta: Atlanta Employment Evaluation and Service Center, 1969.

Report on the progress to develop a system to evaluate the services and achievements of the Atlanta Employment Evaluation and Service Center. (Research and Demonstration Grant 2988-G)

Holbert, W., & Brown, D., The development of a systematic evaluation of the Atlanta employment evaluation and service center, proposal. Atlanta: Atlanta Employment Evaluation and Service Center, 1969.

A proposal designed to guide in the development of a system to evaluate the services and achievements of the Atlanta Employment Evaluation and Service Center. (Research and Demonstration Grant 2988-G)

Horlick, R., Evaluation problems with youuhful offenders. Paper read at Workshop on Vocational Evaluation with the Youthful Offender, Ladysmith, Wisconsin, July, 1969.

A discussion of the roots of criminal behavior and some of the problems inherent in the evaluation of the criminal type. Notes advantages and disadvantages of psychological testing and describes work behavior patterns, problems, and variables such as personality, socio-cultural, work adjustment, and cognitive which the evaluator must consider.

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1969

Jewish Vocational Service of Chicago, The ALPINE project, experimental and demonstration program for vocationally disadvantaged older workers. Chicago: Author, 1969.

The final report of a program designed to develop and evaluate techniques to assist chronically unemployed older workers obtain employment. The program, the ALPINE project, was developed by the Jewish Vocational Service of Chicago. Included in the report are: objectives of the program; selection criteria and procedure; staff and operation of the project; description of the three types of services (workshop evaluation, prevocational training, and selective placement) used in the study; evaluative techniques and procedures of the program; results, conclusions, and recommendationa of the program; and detailed statistical treatment of the study. (Manpower Policy, Evaluation and Research Contract 82-15-67-55)

Lee, L., Structure and administration of a work evaluation program. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, pp. 79-85.

Stresses the importance of diversification, flexibility, innovation, and creative experimentation in making work tasks, work settings, and staff more attuned to the specific rehabilitation needs of the client. Discusses how these characteristics may be achieved.

Messenger, S., Predictive value of ten variables. Vocational Evaluation and Work Adjustment Bulletin, 1969, 2(2), 7-8.

Describes a study to determine which types of tests have the highest correlation with typing success, motor dexterity or higher mental ability tests. Lists tests used, mentions some previous research done in the area, and describes the testing procedure. Gives correlation results between the variables (tests) and typing success.

Mordock, J., & Feldman, R., A cognitive process approach to evaluating vocational potential in the retarded and emotionally disturbed, part I. Rehabilitation Counseling Bulletin, 1969, 12, 136-143.

A discussion of the need for assessment of cognitive functioning of candidates for rehabilitation, and inadequacies of existing evaluative techniques including psychological testing. Suggests problems for future study in the field. Discusses relevance of existing evaluative techniques, importance of cognitive assessment, and cites studies done in each area. Part II of the article appears in Rehabilitation Counseling Bulletin, 1967, 12, 195-200 under authorship of Feldman, R., & Mordock, J.

Moriarty, J., Toward an empirical definition of client evaluation. Reprint Series No. 1. Institute, West Virginia: Rehabilitation Research and Training Center, 1969.

A discussion of the limitations of client evaluation procedures and suggested solutions for improving upon the current status. Outlines steps for establishment of an empirically based evaluation program and also includes a method for computing correlation coefficients and their interpretation.

Nadolsky, J., The existential in vocational evaluation. Journal of Rehabilitation, 1969, 35(3), 22-24.

Discusses relationship between the philosophy of existentialism and vocational evaluation, stressing the similarities between the two entities. Talks of the need for vocational evaluators to use innovative procedures to provide for better understanding of client needs.

Pruitt, W., Determinant factors influencing decisions in vocational evaluation. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1969, 1(7).

Describes the internal and external elements that effect decisions made by the vocational evaluator and lists examples of specific models of decision making. Areas of on-going research to empirically find how rehabilitation professionals and consumers arrive at critical decisions are also discussed.

Pruitt, W., The status of work evaluation with youth and the handicapped. Paper presented at the 22nd Annual Conference, Region III, National Rehabilitation Association, Norfolk, Virginia, May, 1969.

Discusses work evaluation status in regard to the special education student, the culturally deprived, and the youthful offender. Defines terminology and examines techniques in the areas of work evaluation, vocational evaluation, work adjustment, work samples, psychometric testing, and behavioral assessment.

Pruitt, W., Work as a means for evaluation. Paper presented at the Workshop on Vocational Evaluation with the Youthful Offender, Ladysmith, Wisconsin, July, 1969.

Lists assumptions about work which make observations and evaluation of work meaningful. Discusses three general areas of work behavior to be assessed: work tolerance, intelligence, and psychological factors. Points out the significance of work behavior and necessary observational sensitivity on the part of the evaluator.

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1969

Pruitt, W., & Pacinelli, R. (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969.

A compilation of several papers reflecting the current situation in work evaluation, prepared by participants in an institute held in Denver, August, 1969. Articles and authors included are: Hoffman (Work Evaluation: An Overview), Roberts (Definitions, Objectives and Goals in Work Evaluation), Sankovsky (Patterns of Services in Vocational Evaluation), Sink (Evaluation - A Reason for Concern), Bregman (Organization and Administration of the Vocational Rehabilitation Center Work Evaluation Program), Lee (Structure and Administration of a Work Evaluation Program), Spergel (The Organization and Administration of a Comprehensive Work Evaluation Unit in a Multi-functioning Vocational Rehabilitation Program), Rosenberg (Organization and Administration of Work Evaluation Programs), Smith (Closing the Manpower Gap in Vocational Evaluation), Church and Barnes (Funding for Work Evaluation Units and Purchase of Work Evaluation Services.) (Education Grant 418-T-69)

Rosenberg, B., Development of the TOWER System. Vocational Evaluation and Work Adjustment Bulletin, 1969, 2(3), 9-11.

Traces the historical development of the TOWER System from the first "Guidance Test Class" to the passage of Public Laws 113 & 565. Notes important contributions from various members of the profession.

Rosenberg, B., Organization and administration of work evaluation programs. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 97-99.

Discusses and describes the TOWER Evaluation System and advantages of the work sample approach. Includes some general guidelines in setting up an evaluation unit.

Rosenberg, B., Vocational evaluation. Rehabilitation Series Number 40, New York: Institute for the Crippled and Disabled, 1969.

A discussion of evaluation including a brief history of vocational evaluation, techniques of vocational evaluation including occupational therapy activities, sheltered workshop production tasks, manual arts therapy, on-the-job tryouts, work sample tasks, the TOWER System (including evaluation categories of work samples from TOWER). Also discusses major purposes of vocational evaluation, its value to paramedical personnel and the evaluation procedure used by the Institute for the Crippled and Disabled (ICD).

1969

Rosenberg, B., Vocational evaluation through the TOWER System. In P. Affleck, F. DeCapot, & J. Szufnarowski (Eds.), Proceedings of short term training institute on work adjustment-vocational evaluation services. Hyannis, Massachusetts: Massachusetts and Connecticut Associations of Sheltered Workshops and Homebound Programs, 1969.

A brief description of the development of work samples of the TOWER System, how the TOWER System is used, and its benefits. Also a general discussion of work evaluation and its inter-relation with rehabilitation agencies.

Sankovsky, R., Patterns of services in vocational evaluation. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 33-34.

Report of a survey conducted to identify services and patterns of services in vocational evaluation. Answers to the following topics are included: characteristics of rehabilitation facilities that provide vocational evaluation services (emphasis of facility, type of facility, geographic location), and characteristics of vocational evaluation programs with respect to staff and services.

Sankovsky, R., Arthur, G., & Mann, J. (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

A composite of articles pertaining to work evalustion and work adjustment. Articles included and their authors are: Gellman (The Principles of Vocational Evaluation), Fiske (Problems in Measuring Capacity and Performance), Neff (Problems of Work Evaluation), Whitehouse (Client Evaluation in the Habilitation Process), Nadolsky (Evaluation Criteria: An Essential Precursor to Systematic Vocational Evaluation), Thompson and Pauhle (Development of an Elemental Motion Analysis for Man-Work Matching in Vocational Rehabilitation and Placement), Blackman and Siperstein (Job Analysis and the Vocational Evaluation of the Mentally Retarded), Sinick (Client Evaluation: Work Task Approach), Sakata and Sinick (Do Work Samples Work), Wegg (The Essentials of Work Evaluation), Sidwell, Ireland, and Koeckert (Use of Actual Job Samples in Prevocational and Work Evaluation Units), Gellman (The Vocational Adjustment Shop), Gelfand (The Concept of Reality as Used in Work Evaluation and Work Adjustment), Overs and Cole (Work Evaluation), Friend (The Significance of Evaluee-Evaluator Relatioship), Gelfand (Some Work Types Met in Work Evaluation), Overs (Writing Work Evaluation Reports -- Chore or Challenge), Jacobs and Hay (Vocational Reporting in the Vocational Rehabilitation Process), Gust (The Psychological-Vocational Evaluation Report: Reciprocal Referral Responsibility).

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1969

Sax, A., Client's pay -- a step toward a more realistic work evaluation. Unpublished manuscript, Stout State University, Menomonie, Wisconsin: 1969.

Discusses general purposes of vocational evaluation and advantages of the work sample and situational method. Notes that fair wages for clients during evaluation increase motivation and result in a more realistic assessment. Methods of implementing wages for clients also discussed.

Sink, J., Evaluation - a reason for concern. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 63-69.

Points out problems in the areas of evaluation and work adjustment that must be solved in order to provide better services for clients.

Smith, D., Closing the manpower gap in vocational evaluation. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 103-108.

Points out the shortage and need for trained evaluators. Presents ideas for training vocational evaluation personnel through universities and in-service-training. Discusses the use of evaluation aides. Argues for more salary incentive, student stipends, and federal funding to help close the manpower gap.

Smith, M., The reliability of work evaluation ratings made after one day compared to ratings made after thirty days. College Park, Maryland: Regional Rehabilitation Research Institute, University of Maryland; and Madison, Wisconsin: Graduate Program in Sheltered Work, University of Wisconsin, 1969.

The results of a study conducted to determine whether there is a significant difference between an initial evaluation after one day and a subsequent evaluation after 30 days. The rating instrument contained five major work areas -- task performance, cultural factors, interpersonal and social skills, self, and physical -- with work adjustment factors in these areas. Discusses objectives of work evaluation, intent of federal legislation for extended evaluation, amount of time necessary to accomplish objectives of evaluation, separating training and evaluation and the question of evaluation programs screening in or screening out clients. Statistical results and the workshop evaluation forms are included. (Research and Demonstration Grant 2040-G and Rehabilitation Services Administration Grant 419-T-69)

Spergel, P., The organization and administration of a comprehensive work evaluation unit in a multifunctioning vocational rehabilitation program. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 89-94.

Describes the principles of work evaluation and the organization and administration of a vocational assessment program. Discusses interaction between evaluation and other rehabilitation disciplines and executive responsibilities in the planning and operation of a work evaluation unit.

Stout, J., Certifying the evaluator. Vocational Evaluation and Work Adjustment Bulletin, 1969, 2(4), 4-6. Also paper presented at the National Rehabilitation Association Annual Conference in New York City, November 3, 1969.

Presents justification for certifying vocational evaluators, first as a demonstration of competency and secondly as a prerequisite for professionalization. Defines difference between vocational evaluators and work evaluators as it applies to certification.

Sturman, J., Worley, B., & Forster, J., Vocational evaluation-exploration and resocialization using community job stations and a community live-in teaching facility. Everett, Washington: The Delta Foundation for Rehabilitation and Research, 1969.

Final report of a project conducted to provide vocational exploration and evaluation for dependent handicapped individuals by using work stations in business establishments in the community. Work stations were in the unskilled, semi-skilled, skilled, clerical, service, and sheltered workshop areas. A complete listing of the work stations provided by the businesses is included in the publication. Also included are results and methods of the study and follow-up information. (Research and Demonstration Grant 1940-G)

University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, Rehabilitation counselor training programs and the vocational assessment process. Pittsburgh: Author, 1969.

A study designed to survey the extent of training and experience provided by rehabilitation counselor training programs for the preparation of vocational evaluators.

University of Pittsburgh, Research and Training Center in Vocational Rehabilitation, State of the art in vocational evaluation: Report of a national survey. Pittsburgh: Author, 1969.

The results of a study designed to provide information on selected characteristics of vocational evaluation programs, their staff and the services they provide, and some characteristics of the facilities that provide vocational evaluation services. Included are sections on: history of the vocational assessment process; psychological assessment, its assets and limitations; job analysis assessment with assets and limitations; job sample assessment with assets and limitations; situational assessment, assets and limitations; and job tryout with assets and limitations. Included as findings are: some of the characteristics of rehabilitation facilities that provide vocational evaluation services; characteristics of the vocational evaluation staff and the vocational evaluation program; and characteristics of the vocational evaluation services provided.

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1969

University of South Dakota, Department of Psychology, The predictive assessment of the adult retarded for social and vocational adjustment: Part II, analysis of literature. Vermillion, South Dakota: Author, 1969.

A detailed analysis of the literature on research dealing with predictive assessment, both social and vocational, of adult retardates, and the application of the research findings. Contains sections on the problems of prediction and also results of follow-up studies of retarded clients who had received rehabilitation services. Summary and conclusions. (Research and Demonstration Grant 1624-P)

1970

Ayers, G., Making vocational evaluation relevant to our clients: The challenge of the disadvantaged. Paper presented at the National Rehabilitation Associaton annual meeting, San Diego, September, 1970.

Presents four approaches for making vocational evaluation programs relevant for disadvantaged clients: modifying staff attitudes for vocational evaluators who are concerned with assessing the vocational potential of tne disadvantaged; recruiting new staff who are sympathetic to needs of disadvantaged and who understand the language and life style of the disadvantaged; utilizing non-standardized demographic and biographical data; and on-the-job evaluation. Other discussion includes: use of citizens as advisory committee members in planning and implementing vocational evaluation programs; role of the disadvantaged client in developing his own evaluation program; influence and significance of the disadvantaged family; new criterions for assessing behavioral change and skill training; provision of federal subsidy for on-the-job training; need for job specifications which emphasize abilities.

Barad, C., Improvised tasks. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(3), 15-18.

Discusses need for vocational evaluators to be open to and creative in approaches to evaluation. Cites examples of improvised work samples developed to fill particular evaluation needs, utilizing Dictionary of Occupational Titles job descriptions. Contains supportive statements for use of improvised work samples tasks where usual standardized test batteries and work samples are inappropriate or non-existent.

Barton, E., Vocational evaluation and work adjustment: Vocational development companions. Journal of Rehabilitation, 1970, 36(1), 35-37.

Discusses the problem of different definitions of vocational evaluation and work adjustment and how such definitions create problems for rehabilitation workers and clients alike. Defines vocational evaluation and work adjustment and explores the relationship between the two services.

Bitter, J., & Bolanovich, D., WARF: A scale for measuring job-readiness behaviors. American Journal of Mental Deficiency, 1970, 74, 616-621.

A Work Adjustment Rating Form (WARF), developed by the St. Louis Jewish Employment and Vocational Service and designed for use by counselors and workshop foremen to assess work strengths of the mentally retarded. Statistics to show the correlation of WARF ratings with job adjustment and the reliability of WARF ratings. (Research and Development Grant 2197G)

Bolton, B., The revised scale of employability: An application of Taylor's rating scale construction technique. Experimental Publication System, 1970, 7, Manuscript No. 261-346.

Report on a revision of the Chicago Jewish Vocational Service Scale of Employability for Handicapped Persons. A method of constructing rating scales developed by J. B. Taylor was used in conjunction with previous research for revision of the Scale of Employability.

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1970

Brolin, D., Challenges in evaluating the mentally retarded for rehabilitation. Paper presented at the 9th annual meeting American Association on Mental Deficiency, Washington, D.C., May 27, 1970.

Discussion of the characteristics of the mentally retarded, a description of various evaluation approaches and processes including that which is used at the Development Evaluation Center, Central Wisconsin Colony and Training School, Madison, Wisconsin.

Buddenhagen, R., Clinical assessment, human ecology, and social responsiveness in vocational rehabilitation: the psychologists dilemma. In W. Pruitt (Ed.), Readings in work evaluation - 1. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

Discusses the need for less psychological paper-and-pencil testing and more functional work analysis evaluation of handicapped and disadvantaged clients. Discusses need for a psychology of rehabilitation for purpose of designing, refining, and implementing techniques to insure future productivity of high risk candidates.

Burkes, B., While we wait. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(3), 4.

Discussion of the need to begin vocational evaluation programs even though tools, supplies, and physical facilities may not be available. States good vocational evaluations are not the result of such things as supplies and equipment but are the accomplishments of people.

Campion, J., Work sampling for personnel selection. Experimental Publication System, 1970, 9, Manuscript No. 310-12.

Supports use of work samples for personnel selection and prediction of future work behavior. Discusses the advantages of work samples over traditional methods (psychological testing) and development of work samples.

Church, R., Staff recruitment, training and development associated with the delivery of vocational evaluation and work adjustment services: The Rehabilitation Services Administration. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 123-126.

A review of the history and growth of the Rehabilitation Services Administration's (RSA) system of providing personnel training programs for vocational evaluation and work adjustment. Included is a summary of each of the major training projects that have been funded by RSA Division of Training.

Clemons, R., A mobile work laboratory: II. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(1), 11-13.

Describes a mobile work laboratory (evaluation laboratory) and how it is used to evaluate students in local school systems. Includes floor plans and layout of evaluation area.

Coffey, D., Report writing in vocational evaluation. In W. Pruitt (Ed.), Readings in work evaluation - 1. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

Discusses the need for standardized vocational evaluation report writing and elaborates on points essential for writing satisfactory vocational evaluation reports.

Coffey, D., & Hoffman, P., Developing "actual" work samples. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1970, 2(1).

Defines "actual" work samples and procedures for development of such work samples.

Couch, R., & Brabham, R., Evaluation staff conference. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(3), 11-14.

A model for evaluation staff conferences. Includes information on problem solving via discussion, preparation for the staff conference, and the initial evaluation staff conference.

Cubelli, G., Vocational evaluation with mentally ill clients. In W. Pruitt (Ed.), Readings in work evaluation - 1. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

Discusses vocational evaluation of the mentally ill, and emphasizes that attention be given to subjective social and psychological forces which constitute the disorder. Stresses how critical the attitudes of rehabilitation workers become in the evaluation of mentally ill clients.

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1970

Czerwionka, J., & Birch, J. (Eds.), Abstracts of Articles On Assessment and the Socially Handicapped. University of Pittsburgh, 1970, 1(3).

A volume of abstracts from professional literature from 1963 to 1970 on assessment and the socially handicapped. Includes a key term index in the abstracts to refer readers to articles.

Davis, J., Research and demonstration projects and innovative approaches pertaining to vocational evaluation and work adjustment services in manpower programs. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 61-73.

Describes a series of studies, funded under the Economic Opportunity Act (EOA) (1964), that were researched for the Manpower program. The studies included: the Educational Testing Service study to develop tests to accurately access the abilities of the disadvantaged; the Arizona State University study to develop group counseling methods for use by the Neighborhood Youth Corp Program (NYC); the George Washington University project to develop an instrument for measuring work attitudes; the Pennsylvania State University project to measure job readiness by substantiating with psychological tests previously noted work attitudes.

Distefano, M., Jr., & Pryer, M., Vocational evaluation and successful placemen. of psychiatric clients in a vocational rehabilitation program. The American Journal of Occupational Therapy, 1970, 24(3), 1-3.

A report of a study of the relationship between psychiatric clients' rated performance in a vocational evaluation program and successful job placement. Contains evaluation validity results.

Dumas, N., & Muthard, J. (Eds.), Rehabilitation research and demonstration projects 1955 - 1970. Regional Rehabilitation Research Institute, Gainsville, Florida: University of Florida, 1970.

An index to final reports of over 5,000 Rehabilitation Research and Demonstration Projects (R&D) for the years 1955 - 1970. Index includes author and bibliography sections, alphabetical guide to grantees, and directions for acquisition of single copies of the publication. Includes a number of reports relevant to evaluation, adjustment, and training.

Dunn, D., Norming of work samples. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1970, 2(2).

Contains a five-step procedure for securing norms on work samples and recommendations for updating norms.

Ehrle, R., Vocational maturity, vocational evaluation, and occupational information. Vocational Guidance Quarterly, 1970, 19(1), 41-45.

Discusses the need for students to have the opportunity to experience work, and in turn for potential employers to evaluate the students for job proficiency. Occupational information as a basis for later vocational decision making stressed.

Eubanks, D., The Fresno experience. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(3), 5-9.

Describes the Fresno Work Evaluation Project which provides a comprehensive work evaluation for culturally disadvantaged and hard core unemployed clients of the Manpower Development and Training Agencies located in the Fresno area.

Experimental Manpower Laboratory Mobilization for Youth, Inc., Instructional manual for: (A) training of vocational evaluators, and (B) developing predictively valid work samples. In The experimental manpower laboratory's experimental and demonstration activities December 16, 1968, to December 15, 1970: The development and evaluation of innovative programmatic strategies for enhancing the meaningfulness, gainfulness and stability of employment for the hardcore disadvantaged. New York: Author, 1970, pp. 141-152.

Describes a proposal to the Manpower Administration for the development of an instructional manual for establishing a work sample-based vocational evaluation facility including the training of vocational evaluators and methods for developing predictively valid work samples that reflect vocational potential for various occupations.

Experimental Manpower Laboratory at Mobilization for Youth, Inc., The work sample: Reality-based assessment of vocational potential. New York: Author, n.d.

A manual covering three areas: (A) development of work samples including suitability for job areas for sampling, types and methodology of work samples, job analysis and work sample design; (B) establishment and operation of the vocational evaluation unit including layout, lighting, safety, administration-staff-client ratios; (C) selection, training, and supervision of vocational evaluators including work sample mastery, working with clients, report writing, non-evaluative functions, and video tape applications. (Manpower Administration Contract 82-34-69-21)

Fenton, J., Staff recruitment, training, and development associated with the delivery of vocational evaluation and work adjustment services: RSA. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970.

A description of the Research and Training Centers sponsored by Social and Rehabilitation Services. Outlines R&T core areas and notes some of the research being carried on.

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1970

Fischer, C., The testee as co-evaluator. Journal of Counseling Psychology, 1970, 17(1), 70-76.

Recommends that the tester and the client discuss the testing situation, that the tester share his test impressions of the client with the client, that the tester write the test report in everyday readable language, allow the client to read and critique the final report, and give the client the opportunity to designate who should receive the report. Following these recommendations allows for the client to have a better understanding of himself and a deeper feeling of his own involvement in his rehabilitation process.

Gelfand, B., Work evaluation tests as psychometric indices in low income clients. Archives of Physical Medicine and Rehabilitation, 1970, 51(1), 55-60.

Describes how psychological tests have shown to be invalid when used with persons in the lower socio-economic classes and why the situational work evaluation technique provides a better method. The article includes detailed explanations of the elements of work evaluation and the basic criteria represented by the situational test (work sample) method of evaluation.

Gellman, W., Research and demonstration projects and innovative approaches pertaining to vocational evaluation and work adjustment services in rehabilitation programs. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 89-101.

Discusses the change and innovation that has taken place in work adjustment and work evaluation in the last decade. The discussion includes four areas: the changing aspects of four theoretical propositions of the empirical theory of work adjustment; the methodological change in work adjustment and evaluation; the technical change in work adjustment and evaluation; and the change of target population in work adjustment and evaluation.

Genskow, J., Vocational evaluation and client responsibility. Journal of Rehabilitation, 1970, 36(3), 16-18.

A description of the Illinois Decatur Evaluation Center evaluation program. Discusses a client centered approach to evaluation which places the primary responsibility on the client for determining his own potentials and interests.

Goldstein, H., The reliability and predictive validity of an on-the-job evaluator's rating system. Paper presented at National Rehabilitation Association Conference, San Diego, 1970.

Discusses contents, reliability, and predictive values of a set of ratings on ten scales covering forty variables developed at the Delgado College Rehabilitation Center, New Orleans, Louisiana, for use in on-the-job work evaluations. Describes merits and development of the scales. Includes sample of the scales and discusses limitations involved in the scale application. Findings of study are included.

Gwilliam, R., A taxonomy of goals and expectations for a work evaluation service. Unpublished manuscript, Utah State Office of Rehabilitation Services, 1970.

Discussion of a study conducted by the Rehabilitation Work Evaluation Work Adjustment Service operated by the Utah State Office of Rehabilitation Services to assess the effectiveness of their work evaluation service. The results include a model of the project and an outline of necessary goals and expectations for evaluation from the viewpoint of the administrator, evaluator, and counselor.

Handelsman, R., & Wurtz, R., The validity of pre-vocational evaluation predictions in the community workshop. In W. Pruitt (Ed.), Readings in work evaluation - I. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

A report on the validity of a work sample program. Describes a work sample program and gives results of satisfactory vocational adjustment of clients following work sample evaluation.

Hansen, C., The role of the courtesy counselor in a work evaluation center. In W. Pruitt (Ed.), Readings in work evaluation - I. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

Defines courtesy counselor as someone to meet and solve problems between rehabilitation counselor and work evaluator. States qualifications of a courtesy counselor and the benefits of such a person on a staff.

Hardy, R., Use of background information. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(1), 3-4.

Stresses the importance of using available background information on clients in order to better understand their vocational problems. Lists possible community information sources.

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1970

Hiten, H., Viewpoints on vocational evaluation. Talladega, Alabama: Special Technical Facility of the Department of dult Blind and Deaf, 1970.

A general discussion of work evaluation including a description of an evaluation unit; the role of the evaluator; the use of standardized tests, simulated work, and on-the-job tests in evaluation; the initial evaluation and work adjustment; extended evaluation; staffing of an evaluation unit; and a list and description of tests, job samples, and work activities for use in both initial and extended evaluation. Includes poetry on work evaluation and work evaluators.

Hoffman, P., An overview of work evaluation. Journal of Rehabilitation, 1970, 36(1), 16-18. Also appears as Work evaluation: An overview. In W. Pruitt, & R. Pacinelli (Eds.), Work evaluation in rehabilitation. Washington, D.C.: Association of Rehabilitation Centers, 1969, 111-118.

Definitions of prevocational evaluation, vocational evaluation, work evaluation, and work adjustment. Discusses historical background and development of work evaluation from World War I to present, including some of the early facilities and leaders in the field. Discusses present trends and future of work evaluation and lists some of the federal agencies involved in the work evaluation field.

Hoffman, P., Clawson work sample test for measuring manual dexterity of the blind. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1970, 2(5).

Describes the Clawson Work Sample Test for measuring manual dexterity of the blind.

Hoffman, P., Problems of evaluating the visually impaired. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1970, 2(4).

Discussion of special problems in work evaluation with the visually impaired.

Hoffman, P., Where do we go from here? In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 5-17.

Need for processing (vocational evaluation) for those handicapped and disadvantaged members of the society not adequately evaluated by traditional methods such as testing, counseling and schooling. Defines work evaluation and work adjustment and gives examples of the effectiveness of these methods.

Holbert, W., A comparison of the effectiveness of clinical judgment with objective evaluation in prognosing rehabilitation outcome or - get off the fence! Paper presented to National Rehabilitation Association, San Diego, September 29, 1970.

Description of the Atlanta Employment Evaluation and Service Center Evaluation Program. Compares clinical to evaluator's prognoses on rehabilitation outcomes.

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Human Resources Center, INA Mend Institute, Skill analysis as a technique for predicting vocational success of the mentally retarded. Rehabilitation Series 2, Albertson, New York: Author, 1970.

Describes a study to develop a Skill Analysis Test Battery to predict vocational success for educable mentally retarded high school students in the areas of cleri[illegible]l/banking and industrial/electronic assembly. Includes intercorrelations between skill tests and criterion. (Research and Development Grant 2599)

Hunt, J., Social welfare programs and vocational evaluation and work adjustment services. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 29-36.

Discussion of identification of target groups, the employment potentials of welfare recipients, responsibility of the welfare agency in providing services to clients for self-support, and principles in program and individual planning. Reference to provision of evaluation and work adjustment services for public welfare clients.

Hyde, R., Constructing meaningful rating scales. Louisiana Vocational Evaluation and Work Adjustment Association News, 1970, 1(1), 4-5.

A discussion of the procedure used for constructing a rating scale including main points that should be considered in the basic parts. Discusses advantages of a comprehensive rating scale.

International Labour Office, Vocational assessment and work conditioning, 11-16; Vocational training and retraining, 21-25. Basic principles of vocational rehabilitation of the disabled, Geneva, Switzerland: Author, 1970.

An outline of procedures for developing work evaluation, adjustment, and training services in a workshop. Includes a section on the team approach to assessment.

International Labour Office, Vocational assessment and work preparation centres for the disabled. Geneva, Switzerland: Author, 1970.

An outline of procedures for establishing a vocational evaluation and work adjustment center. The publication includes: objectives of a center; cooperation with other services; admission of different disability groups; locating, planning, and equipping the center; budgeting and financing the center; staffing requirements; team work with staff; workshop organization; type of work to be provided; procurement; client selection; source of clients; case conference procedure; and client needs for vocational training.

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1970

Jackson, D. (Ed.), Research 1970: An annotated list of research and demonstration grants. Washington: U.S. Department of Health, Education, and Welfare, Social and Rehabilitation Service, Office of Research, Demonstrations, and Training, 1970.

An annotated list of Research and Demonstration Grants (R&D) sponsored by Social and Rehabilitation Services, U.S. Department of Health, Education, and Welfare for the years 1955 - 1969. Covers Demonstration Projects, Cooperative Research, Rehabilitation Research and Demonstration Projects, and Research and Training Centers. Includes section on evaluation and prediction.

Jewish Employment and Vocational Service, Manual for use of JEVS work sample program. Philadelphia: Author, 1970.

A manual developed for use with the work sample battery developed at Jewish Employment and Vocational Service (JEVS). Includes the following: the theory, utilization and definition of work samples; client orientation to the JEVS evaluation program; guidelines for the general administration of work samples; administration instructions for the JEVS work samples which include - nut, bolt, and washer assembly, rubber stamping, washer threading, sign making, tile sorting, nut packaging, collating leather samples, grommet assembly, coupling (union) assembly, belt assembly, ladder assembly, metal square fabrication (soldering), hardware assembly, telephone assembly, large lock assembly, filing by numbers, proof reading, filing by three letters, nail and screw sorting, adding machine, payroll computation, computing postage, typing, resistor reading, pipe assembly, blouse making, vest making, condensing principle drawing; observation of clients; interpretation of work sample results; client feedback interview; example of work sample evaluation form; using work sample information in counseling with the culturally different; roles and functions of the evaluation staff; procedure for development of new work samples; facility rules for clients; structure for group motivation sessions; recommended layout for work evaluation area. (Manpower Administration Contract 82-40-67-40)

Krantz, G., Employability: Its nature, measurement, and prediction. Paper presented at conference of the National Rehabilitation Association, San Diego, California, September 29, 1970.

A discussion of general propositions about employability and how the evaluator should use them. Three areas are stressed: logical consistency in the structuring of help for a client, eclecticism in the ability to deal with a problem in the best theoretical framework, and examination of utility of the method being used.

Krantz, G., Never not feasible. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(3), 18-19.

Discusses necessity for an evaluator to take a positive course of action on all cases. Stresses need to pass on data collected about client to others so as to broaden knowledge of the client and to aid in the search for an optimum outcome for each client. Includes a vocational service flow chart for severely disabled and marginal rehabilitation clients to help find optimum outcomes in different occupational slots.

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Krantz, G., Vocational evaluation in the public schools. In W. Pruitt (Ed.), Readings in work evaluation - I. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

Discusses use of vocational evaluation in public schools and extent to which vocational evaluation as a technology can contribute to an educational diagnosis. Discusses relationship between vocational evaluation, vocational education, and special education. Uses state of Minnesota as a sample state for report of vocational evaluation of specific programs. Describes seven major rehabilitation programs in Minnesota which differ from each other in administrative structure, technological sophistication, case flow and clientele, linkage to other community resources, and theoretical foundation. Cites future research issues for the field.

Leshner, S., The relationship of work evaluation to work adjustment training. Journal of Rehabilitation, 1970, 36(1), 32-34.

Definition and discussion of work adjustment process and work evaluation process, the elements common to both and distinctions between each.

Lovell, M., Vocational evaluation and work adjustment services in manpower programs. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 19-26.

Describes evaluation methods utilized by the Department of Labor in manpower programs, such as Work Incentive (WIN), Concentrated Employment Program (CEP), and Human Resource Department (HRD). Discusses orientation sessions which are combinations of work evaluation, classwork, group discussions, and work adjustment. Aptitude and achievement tests, including work samples, now used by the Department of Labor to evaluate clients are also discussed.

Malkani, H., Vocational evaluation: A step in rehabilitation programmes. The Journal of Rehabilitation in Asia, 1970, 11(4), 27-28.

Emphasizes necessity of vocational evaluation in rehabilitation programs. Discusses advantages and disadvantages of work samples and the need for psychological testing as part of the overall program.

McClarnon, K., Special problems in work evaluation with the public offender. In W. Pruitt (Ed.), Readings in work evaluation - I. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

Discusses problems of vocational evaluation with public offender clients. Problems elaborated on are client's perceptions, work evaluation facilities, attitudes of counselor and vocational agent, and problems generated by correctional institutions and personnel. Presents recommendations for future work with public offender clients.

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1970

Merachnik, D., Assessing work potential of the handicapped in public school. Vocational Guidance Quarterly, 1970, 18, 225-229.

Discusses the special concerns that must be realized in order to objectively evaluate the vocational potential of the handicapped child in public school. The article includes discussion of methods of diagnosis and testing, the consideration of parental attitudes, labor market, and proper placement procedures.

Nadolsky, J., Evaluation's relation to adjustment. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(2), 2-6.

Defines basic differences between vocational evaluation services and adjustment services; i.e., physical and medical adjustment, social adjustment, psychological or behavioral adjustment, vocational or work adjustment, educational adjustment, and economic adjustment. Discusses problems confronting the fields of vocational evaluation and adjustment.

Neff, W., Vocational assessment - theory and models. Journal of Rehabilitation, 1970, 36(1), 27-29.

Discusses problems, theory, and assets of psychological assessment (vocational evaluation).

Newman, E., Human evaluation: The necessary ingredient. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 39-46.

History of vocational evaluation, discussion of evaluation techniques, need for evaluation service for the disadvantaged, and future of Section 15 type activities (rehabilitation services for the disadvantaged).

Overs, R., Vocational evaluation: Research and implications. Journal of Rehabilitation, 1970, 36(1), 18-21.

A review of current research efforts in vocational evaluation. Included are correlation results on intelligence tests, manual dexterity tests, and job sample tasks. Tests and samples specifically mentioned include WAIS, Purdue Peg Board, Stromberg Dexterity, Mac Quarrie Test for Mechanical Ability, Minnesota Rate of Manipulation, Clawson Work Sample, Bennett Hand Tool Dexterity, General Aptitude Test Battery, Pennsylvania Bi-Manual Work Sample, McDonald Vocational Capacity Scale Thomasat. Correlations between job samples and the following employability scales are also listed - Guidance Test Class II, Readiness Rating Scale, Scale of Employability for Handicapped Persons, Selected Physical and Social Factors, Testing Performance Summary, and Vocational Capacity Scale for the Retarded.

Pruitt, W., Basic assumptions underlying work sample theory. Journal of Rehabilitation, 1970, 36(1), 24-26.

Defines categories of work samples and cites research on work sampling. Gives brief definition of terms - work sample (including different kinds of work samples), vocational evaluation, work sample evaluation, work potential and work personality. Presents nine basic assumptions regarding work samples with a discussion of each assumption citing validating research for the assumptions.

Pruitt, W., Functional-level classification system. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(1), 5-7.

Describes a classification system which allows for the conceptualization of disability and handicap within the same dimension. Redefines handicap and disability so as to be more relevant to the type of clientele now being served through rehabilitation agencies.

Pruitt, W., & Longfellow, R. Work evaluation: The medium and the message. Journal of Rehabilitation, 1970, 36(1), 8-9.

Discusses man's historical attitude toward work. Emphasizes necessity for the work evaluation process to focus on the meaning of work to the client in order to provide for meaningful evaluation process and results. Problems common to clients referred for evaluation are discussed such as lack of vocational experience development, attitude toward work, job readiness, and inability to accept a worker's role.

Roberts, C., Definitions, objectives, and goals in work evaluation. Journal of Rehabilitation, 1970, 36(1), 12-15. Also appears in R. Sankovsky, G. Arthur, & J. Mann (Comps.), Vocational evaluation and work adjustment: A book of readings. Auburn, Alabama: Auburn University, Alabama Rehabilitation Media Service, 1969.

Definitions of vocational evaluation terminology including simulated work sample, real work sample, isolated trait work sample, work task, work situation, work environment, vocational exploration, and job tryout. Difference between work evaluation and vocational evaluation defined. Model showing relationship between rehabilitation evaluation, vocational evaluation and work evaluation described. Lists goals and objectives of vocational evaluation and vocational evaluation units as adopted by the Commission on Accreditation on Rehabilitation Facilities (CARF).

Rosenberg, B., The professional in vocational evaluation. Journal of Rehabilitation, 1970, 36(1), 30-32.

Describes the function, duties, and responsibilities of a vocational evaluator, and indicates need for improvements in the professional training of vocational evaluators.

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Sankovsky, R., Toward a common understanding of vocational evaluation. Journal of Rehabilitation, 1970, 36(1), 10-12.

Discusses the lack of common meaning for vocational evaluation terminology and necessity for having common definitions. Lists some of the terms used interchangeably that cause communication breakdown. Describes essential structure and characteristics of a vocational evaluation model which includes establishing criteria and vocational goals, collecting information regarding vocational potential, analyzing information regarding vocational potential, decision-making on vocational objectives and predicting outcome, and determining the effectiveness of the vocational evaluation process through follow-up.

Speiser, A., The professional in vocational evaluation. In W. Pruitt (Ed.), Readings in work evaluation - I. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1970.

A review of factors of environment, goals, concepts, techniques, and personal characteristics of vocational evaluators and vocational evaluation. Discusses the variety of functions a person may perform in the role of vocational evaluator.

Spergel, P., Assessment of the disadvantaged. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(1), 8-10.

A discussion of the problems of the disadvantaged and the difficulties in evaluating this population. Points out advantages and disadvantages of psychological tests and advantages of work samples (specifically Philadelphia Jewish Vocational Service Work Sample Battery).

Spergel, P., Vocational evaluation: Research and implications for maximizing human potential. Journal of Rehabilitation, 1970, 36(1), 21-24.

Comments upon the state of the art in regard to research in the field of vocational evaluation. Briefly reviews completed research (Research and Training Center, University of Pittsburgh; Philadelphia J.E.V.S. - Manpower Administration; Bannister and Overs; Appel, Williams and Fishell; Stotsky and Weinberg; Usdane; General Aptitude Test Battery). Comments upon research in progress and potential future research areas.

Steiner, W., Assessment methods. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(3), 3.

Discusses methods of assessing client abilities. Defined are: mental testing, job analysis, work sampling, the situational approach, job tryout in a vocational training shop, and on-the-job placement evaluation.

Stone. T., Sources of evaluator bias in performance appraisal. Experimental Publication System, 1970, 8, Manuscript No. 290-312.

A discussion and description of the performance appraisal process. Discusses sources and types of bias an individual may have in the evaluation process.

Stout, J., Proposed code of ethics. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(1), 1-4.

A tentative code of ethics for vocational evaluation and work adjustment (VEWAA) members.

Stroud, R., Work measurement in rehabilitation workshops. Production-Management Publication Technical Series, Monograph 1, College Park, Maryland: Regional Rehabilitation Research Institute, University of Maryland, 1970.

A discussion of work measurement (output or production). Included are methods of expressing production results, methods of setting production standards, and applications for work measurement. Also discusses work measurement in rehabilitation as an evaluation tool and a placement tool.

Stroud, R., Work measurement in rehabilitation workshops: ime study and predetermined motion time systems. Production-Management Publication Technical Series, Monograph 2, College Park, Maryland: Regional Rehabilitation Research Institute, University of Maryland, 1970.

Describes the techniques and procedures for the use of time study and predetermined motion time systems. The methods for the use of the time systems in the rehabilitation workshop are given. Various principles of methods engineering an motion economy are also presented.

Townsend, O., A vocational rehabilitation setting and the black client - as seen by a black evaluator. In L. Miller (Ed.), Rehabilitation facilities as resources for rehabilitation counselors. Iowa City, Iowa: University of Iowa, 1970, pp. 163-166.

Discusses problems evaluators may have when evaluating black clients and provides suggestions and approaches to overcome the problems. Describes attitudes of black clients and how those attitudes develop as a result of cultural background.

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Truelson, A., Research and demonstration projects and innovative approaches pertaining to vocational evaluation and work adjustment services in social welfare programs. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 77-86.

Description of the use of public assistance demonstration grants under Section 1115 of the Social Security Act that provides for vocational evaluation and work adjustment services for public assistance clients. Included are descriptions of some of the pertinent projects financed under Section 1115.

University of Iowa, The TOWER system - an application of the work sample. In L. Miller (Ed.), Rehabilitation facilities as resources for rehabilitation counselors. Iowa City, Iowa: University of Iowa, 1970, p.p. 167-171.

Description of the TOWER evaluation system developed at the Institute for Crippled and Disabled, New York. Presents the vocational range covered by the work samples and administration procedures. Also discusses a separate evaluation system designed specifically for evaluation of the cerebral palsied.

University of Minnesota, Department of Psychology, Assessing the work personalities of mentally retarded adults: final report. Minneapolis: Author, September, 1970.

A final R&D report of a series of studies conducted to modify the General Aptitude Test Battery (GATB), and the Minnesota Importance Questionnaire (MIQ) for assessing the work personalities of mentally retarded adults. (Research and Development 2568-P)

Van Horne, M., Home economics fieldwork in vocational evaluation. Vocational Evaluation and Work Adjustment Bulletin, 1970, 3(2), 7-8.

Describes an experimental program conducted at the University of Iowa in which home economics majors are trained in evaluation techniques at the Oakdale Vocational Rehabilitation Center.

Walker, R., A future for vocational evaluation. Journal of Rehabilitation, 1970, 36(1), 38-39.

A discussion of the faults that vocational evaluation will need to correct in the future if it is to be a responsive organization that is capable of effectively serving others. Emphasizes the need for professionals to develop a feedback system based on long range follow-up of clients so as to improve services.

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Walker, R., Special problems in vocational evaluation of the deaf. In W. Pruitt (Ed.), Readings in work evaluation - 1. Menomonie, Wisconsin; Stout State University, Institute for Vocational Rehabilitation, 1970.

Discusses problems and techniques in vocational evaluation of the deaf. Cites previous research done in evaluation of the deaf. Factors of personal and social adjustment and communicative skills and how they can effectively be evaluated are discussed. Discusses need of evaluator to make total appraisal of all background factors including interpersonal relationships and communicative skills in order to predict how the deaf individual will perform.

Wesolek, J., Consideration of human factors in work design. Informational Bulletin, Institute for Vocational Rehabilitation, Stout State University, 1970, 2(3).

Describes principles relative to the work place, principles of motion economy, and principles relative to the design of tools and equipment as they relate to work sample development.

Whitten, E., NRA views vocational evaluation and work adjustment services. In R. Pacinelli (Ed.), Vocational evaluation and work adjustment services in manpower, social welfare and rehabilitation programs. Pittsburgh: International Association of Rehabilitation Facilities, 1970, 49-55.

Discussion of the development of Section 15 of the Vocational Rehabilitation Act which deals with the provision of evaluation and work adjustment services.

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